

NEW MILFORD BOARD OF EDUCATION
New Milford Public Schools
50 East Street
New Milford, Connecticut 06776

BOARD OF EDUCATION
MEETING NOTICE

DATE: November 19, 2019
TIME: 7:30 P.M.
PLACE: Sarah Noble Intermediate School-Library Media Center

RECEIVED
TOWN CLERK
2019 NOV 15 P 12:58
NEW MILFORD, CT

AGENDA

New Milford Public Schools Mission Statement

The mission of the New Milford Public Schools, a collaborative partnership of students, educators, family, and community, is to prepare each and every student to compete and excel in an ever-changing world, embrace challenges with vigor, respect and appreciate the worth of every human being, and contribute to society by providing effective instruction and dynamic curriculum, offering a wide range of valuable experiences, and inspiring students to pursue their dreams and aspirations.

1. CALL TO ORDER

A. Pledge of Allegiance

2. RECOGNITION

A. NMPS Stars of the Month: Randi Gray, Susan Harris, Michelle Klee, Amy Marsan, Antoinette Montague, Diane Taylor

B. BOE Service: Bill Dahl, David Lawson, J.T. Schemm

3. PUBLIC COMMENT

An individual may address the Board concerning any item on the agenda for the meeting subject to the following provisions:

A. A three-minute time limit may be allocated to each speaker with a maximum of twenty minutes being set aside per meeting. The Board may, by a majority vote, cancel or adjust these time limits.

B. If a member of the public comments about the performance of an employee or a Board member, whether positive, negative, or neutral, and whether named or not, the Board shall not respond to such comments unless the topic is an explicit item on the agenda and the employee or the Board member has been provided with the requisite notice and due process required by law. Similarly, in accordance with federal law pertaining to student confidentiality, the Board shall not respond to or otherwise discuss any comments that might be made pertaining to students.

4. PTO REPORT

5. STUDENT REPRESENTATIVES' REPORT

6. APPROVAL OF MINUTES

A. Approval of the following Board of Education Meeting Minutes

1. Workshop Meeting Minutes October 15, 2019

2. Regular Meeting Minutes October 15, 2019

7. SUPERINTENDENT'S REPORT

8. BOARD CHAIRMAN'S REPORT

9. COMMITTEE AND LIAISON REPORTS

A. Facilities Sub-Committee – Mr. McCauley

B. Operations Sub-Committee – Mrs. Faulenbach

C. Policy Sub-Committee – Mrs. McNerney

D. Committee on Learning – Mr. Schemm

E. EdAdvance – Mrs. Monaghan

F. Connecticut Boards of Education (CABE) – Mr. Lawson

G. Magnet School – Mrs. Monaghan

10. DISCUSSION AND POSSIBLE ACTION

A. Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated November 19, 2019

B. Monthly Reports

1. Budget Position - Revised

2. Purchase Resolution: D-728

3. Request for Budget Transfers

C. Celtic Energy

D. Policies for Second Review

1. 1700 Possession of Firearms on School Property Prohibited

2. 1800 Animals on School Property

E. Policy for First Review:

1. 6146 Graduation Requirements

F. Western CT Coalition Mini Grant Survey

G. Approval of the Following Curricula

1. K-2 Library Media

2. 3-5 Library Media

3. 6-8 Library Media

4. 9-12 Library Media

5. Science Fiction CP

6. Theater Workshop and Performance

7. Experiencing Poetry

8. Physics CP

9. Physics Honors

10. AP Microeconomics

11. Introduction to Business

12. Grade 6 Art

13. Grade 7 Art

14. Grade 8 Art

15. Early Childhood

16. Statistics CP

H. Turf Field Follow up - Fees

11. ITEMS FOR INFORMATION AND DISCUSSION

A. Field Trip Report

B. 1800 Animals on School Property Regulation

C. Budget Drivers

12. DISCUSSION AND POSSIBLE ACTION

A. Discussion and possible action on proposed collective bargaining agreement between the New Milford Board of Education and Teamsters Local 677 Food and Nutrition Services Employees. Executive Session anticipated.

B. Discussion and possible action on proposed collective bargaining agreement between the New Milford Board of Education and Teamsters Local 677 Custodians and Maintainers. Executive Session anticipated.

C. Discussion and possible action on proposed collective bargaining agreement between the New Milford Board of Education and the NMBOE Nurses Local 1303-154 of Council 4. Executive Session anticipated.

D. Approval of successor collective bargaining agreement between the New Milford Board of Education and Teamsters Local 677 Food and Nutrition Services Employees.

- E. Approval of successor collective bargaining agreement between the New Milford Board of Education and Teamsters Local 677 Custodians and Maintainers.
- F. Approval of successor collective bargaining agreement between the New Milford Board of Education and the NMBOE Nurses Local 1303-154 of Council 4.

13. ADJOURN

ITEMS OF INFORMATION

Policy Sub-Committee Minutes – November 5, 2019

Committee on Learning Minutes – November 5, 2019

Facilities Sub-Committee Minutes – November 12, 2019

Operations Sub-Committee Minutes – November 12, 2019

Policy Sub-Committee Meeting - CANCELLED December 3, 2019 – 6:45 p.m. Lillis Administration Building, Room 2	Operations Sub-Committee Meeting December 10, 2019 – 7:30 p.m. Lillis Administration Building, Room 2
Committee on Learning Meeting - CANCELLED December 3, 2019 – 7:30 p.m. Lillis Administration Building, Room 2	New Milford Board of Education Annual Meeting December 17, 2019 – 7:00 p.m. Sarah Noble Intermediate School, LMC
New Milford Board of Education Special Meeting December 3, 2019 – 6:45 p.m. Lillis Administration Building, Board Room	New Milford Board of Education Regular Meeting December 17, 2019 – 7:30 p.m. Sarah Noble Intermediate School, LMC
Facilities Sub-Committee Meeting December 10, 2019 – 6:45 p.m. Lillis Administration Building, Room 2	

**New Milford Board of Education
Board Workshop Minutes
October 15, 2019
Sarah Noble Intermediate School Library Media Center**

Present:	Mr. David A. Lawson, Chairperson Mrs. Angela C. Chastain Mr. Bill Dahl Mrs. Wendy Faulenbach Mr. Brian McCauley Mrs. Tammy McInerney Mrs. Eileen P. Monaghan	RECEIVED TOWN CLERK 2019 OCT 17 P 12:56 CJ
Absent:	Mr. Joseph Failla Mr. J.T. Schemm	

NEW MILFORD, CT

Also Present:	Dr. Kerry Parker, Superintendent of Schools Ms. Alisha DiCorpo, Assistant Superintendent of Schools Ms. Ellamae Baldelli, Director of Human Resources Mr. Brandon Rush, Director of Technology Mrs. Laura Olson, Director of Pupil Personnel and Special Services Mrs. Anne Bilko, Sarah Noble Intermediate School Principal Dr. Christopher Longo, Schaghticoke Middle School Principal
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1.	Call to Order	Call to Order
A.	Pledge of Allegiance The Board Workshop of the New Milford Board of Education was called to order at 6:30 p.m. by Mr. Lawson. The Pledge of Allegiance immediately followed the call to order.	A. Pledge of Allegiance
2.	Presentation	Presentation
A.	District Assessments and Survey Data <ul style="list-style-type: none"> Dr. Parker and Ms. DiCorpo presented. Ms. DiCorpo started with background information regarding the district's Board adopted Theories of Action which support student belonging, student aspirations, and academics. Dr. Parker said they looked at district assessments and various survey data results as 	A. District Assessments and Survey Data

	<p>part of a SWOT analysis, examining strengths, weaknesses, opportunities and threats to achievement. They reviewed the Leadership Profile Report developed during the superintendent hiring process, focus group data around NEASC standards, the Superintendent's Survey and district data assessments.</p> <ul style="list-style-type: none">• Information from the Leadership Profile Report was reviewed first. Identified strengths include a supportive community, dedicated teachers and administrators, strong student bond with teachers, strong special education and gifted and talented programs along with strong music and art programs, and safe school practices. Weaknesses identified include lack of a clear vision, administrative and teacher turnover, lack of continuity among schools, technology issues or lagging, facilities needing attention and lack of communication. In light of opportunities presented, the district may look at its vision for the future, increased partnership with the community, establishing a culture of high expectations for all students and personnel, supporting students "in the middle" and focusing on best practices and strategies. Identified barriers to achieving goals are underfunding and skepticism about the budget, low ranking of per pupil expenditure, non-competitive wages and teacher retention, lack of state funding, declining student population, perceived inconsistencies, and a long term commitment for new superintendent.• Ms. DiCorpo said focus groups around NEASC standards met in the spring and included representation of all grades. They identified foundational elements and then looked at how well we are doing in those areas, in relation to the new standards for accreditation, and what areas need improvement. This will then be used to advance professional learning to support students K-12 in preparation for college and career readiness. This also will inform the	
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	<p>conversation about the vision of the New Milford High School graduate.</p> <ul style="list-style-type: none">• The Superintendent's Survey results echoed strengths identified in the Leadership Profile. Teachers and administrators are appreciated for their dedication. Parents are involved and the PTO is very supportive. Strong special education, talented and gifted, music and arts programs are lauded. The high number of sports, clubs and activities offered to students is appreciated. Challenges identified include budgetary funding, retaining staff, and the relationship between the BOE and Town Council.• District assessment results were highlighted and a full report distributed. The report will also be posted on the district website.• Dr. Parker asked Board members to participate in an exercise where pairs identified top items in each of the SWOT areas.• Regarding strengths, Board members listed safe schools; strong support of parent groups and community involvement; students knowing administrators well; and the strong special education, talented and gifted, music and arts programs as well as sports programs and facilities. They feel the diversity of programs shows the district is all inclusive. In the area of weaknesses, Board members identified the need for a strategic plan; technology infrastructure improvements and the professional development to use it; the need for a curriculum coordinator K-12 to assist from the ground up; educating the community about budget; and opportunities for engagement. Areas that offer opportunities were identified as aligning K-2 schools; community relations; additional mental health support; and support for the "middle" student in the classroom. Threats or barriers to growth were identified as inconsistent state funding; teacher retention and morale; the relationship between the BOE and Town Council and middle school issues.	
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**New Milford Board of Education
Board Workshop Minutes
October 15, 2019
Sarah Noble Intermediate School Library Media Center**

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	<ul style="list-style-type: none">Ms. DiCorpo said the data and feedback will be used to inform district planning and the global community vision of the graduate going forward.	
3.	Adjourn Mr. Dahl moved to adjourn the meeting at 7:23 p.m., seconded by Mr. McCauley and passed unanimously.	Adjourn Motion made and passed unanimously to adjourn the meeting at 7:23 p.m.

Respectfully submitted:



Angela C. Chastain
Secretary
New Milford Board of Education

**New Milford Board of Education
Regular Meeting Minutes
October 15, 2019
Sarah Noble Intermediate School Library Media Center**

Present:	Mr. David A. Lawson, Chairman Mrs. Angela C. Chastain Mr. Bill Dahl Mrs. Wendy Faulenbach Mr. Brian McCauley Mrs. Tammy McInerney Mrs. Eileen P. Monaghan	RECEIVED TOWN CLERK 2019 OCT 17 P 12:55 cy
Absent:	Mr. Joseph Failla Mr. J.T. Schemm	

NEW MILFORD, CT

Also Present:	Dr. Kerry Parker, Superintendent of Schools Ms. Alisha DiCorpo, Assistant Superintendent Ms. Ellamae Baldelli, Director of Human Resources Mr. Anthony Giovannone, Director of Operations and Fiscal Services Mr. Kevin Munrett, Facilities Director Mr. Nestor Aparicio, Assistant Facilities Director Mrs. Laura Olson, Director of Pupil Personnel and Special Services Mr. Brandon Rush, Director of Technology Mrs. Anne Bilko, Principal, Sarah Noble Intermediate School Mrs. Gwen Gallagher, Principal, Northville Elementary School Dr. Chris Longo, Principal Schaghticoke Middle School Mr. Eric Williams, Principal, Hill and Plain School Mrs. Cathy Calabrese, Assistant Principal, Northville/Schaghticoke Mr. Joshua Abel, Student Representative
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1.	Call to Order A. Pledge of Allegiance The regular meeting of the New Milford Board of Education was called to order at 7:30 p.m. by Mr. Lawson. The Pledge of Allegiance immediately followed the call to order.	Call to Order A. Pledge of Allegiance
2.	Recognition A. Commended Student – 2020 National Merit Program: NMHS students April Li and Ryan Murphy	Recognition A. Commended Student – 2020 National Merit Program: NMHS students April Li and Ryan Murphy

	<ul style="list-style-type: none"> Dr. Parker said the National Merit Program, an academic competition, has been in existence since 1955. Each year over 1.6 million students participate in the program by taking the PSAT. From that group, about 34,000 of the approximately 50,000 highest scorers are recognized with Commended status. She congratulated April Li and Ryan Murphy for this distinction. <p>B. Semifinalist – 2020 National Merit Program: NMHS students Louis Chiarito and Jason Zhang</p> <ul style="list-style-type: none"> Dr. Parker said from the 50,000 highest scorers on the PSAT, another 16,000 students are named Semifinalists. Semifinalists are the highest scoring entrants in each state. She congratulated Louis Chiarito and Jason Zhang for this distinction. <p>C. NMPS Stars of the Month: Fran Babbino, Terri Cooper, Melissa Nihan, Gabrielle Passarelli, Jennifer Saraiva, and Kelly Tait</p> <ul style="list-style-type: none"> Dr. Parker read a comment about each Star from the person who nominated them. They each received a pin recognizing their nomination. Star Kelly Tait was randomly selected to drive the Ingersoll Automotive Courtesy Car for the month. <p>The meeting recessed at 7:40 p.m. for a short reception and reconvened at 7:46 p.m.</p>	<p>B. Semifinalist – 2020 National Merit Program: NMHS students Louis Chiarito and Jason Zhang</p> <p>C. NMPS Stars of the Month: Fran Babbino, Terri Cooper, Melissa Nihan, Gabrielle Passarelli, Jennifer Saraiva, and Kelly Tait</p>
3.	<p>Public Comment</p> <ul style="list-style-type: none"> Kris Stewart spoke on behalf of the Band Parents. She said there were a few weeks left in the competition season. The band attended the MetLife Yamaha Cup on October 5 and came in third in their class, best in percussion. They will attend the New England Championships on October 26. They continue to play at home football games. Students are preparing for 	<p>Public Comment</p>

	<p>CMEA auditions in November. She thanked the Board for their support of music education.</p> <ul style="list-style-type: none"> • Laura Berendsohn spoke as the new president of the Gridiron Club, which supports the NMHS football team. She said last year there was \$38,000 budgeted for the entire school for athletic equipment. She is aware that the football team needs significant replacement equipment for safety purposes, including helmets and shoulder pads. In addition, the uniforms are over five years old and showing significant wear and tear. She estimates the total cost at \$50,000. Other teams have similar needs. She said sports are very important in keeping kids active and teach leadership and teamwork. She said any support is appreciated. 	
4.	<p>PTO Report</p> <ul style="list-style-type: none"> • Mrs. Mandi MacDonald said K-5 students have the Maureen Haas Elementary School Cross Country Meet this weekend. At the high school, the PTO helped with Spirit Week contests. SMS PTO is hosting an all school Halloween Dance and running a Krispy Kreme fundraiser. SNIS PTO is hosting a Boo Bash. NES PTO is having their annual Spooktacular event. HPS' PTO held a successful Fun Run. The Grad Party is hosting a display on the Haunted Trail. PTO discount cards are still available. The second annual Sip and Shop will be held on November 22, to benefit the Scholarship Fund. 	PTO Report
5.	<p>Student Representative's Report</p> <ul style="list-style-type: none"> • The Board welcomed Joshua Abel, a junior, as a new student representative. Josh said he was honored to participate. • Spirit Week was held September 23-27. The choruses held a Cabaret fundraiser on October 4. On October 5, the band went to a competition at MetLife Stadium. Financial Aid Night took place on October 10. The PSAT will be administered on October 16. Freshmen and sophomores will 	Student Representative's Report

	<p>hear a presentation on internet safety on October 21. The first concert of the year will take place on October 24. Two honor societies will hold inductions: National Honor Society on October 21 and the Math Honor Society on October 28. Parent teacher conferences will take place November 4 and 5.</p>	
<p>6. A.</p>	<p>Approval of Minutes Approval of the following Board of Education Meeting Minutes:</p> <p>1. Regular Meeting Minutes September 17, 2019</p> <p>Mrs. Monaghan moved to approve the following Board of Education Meeting Minutes: Regular Meeting Minutes September 17, 2019, seconded by Mr. Dahl and passed 6-0-1.</p> <p>Aye: Mrs. Chastain, Mr. Dahl, Mrs. Faulenbach, Mr. McCauley, Mrs. McInerney, Mrs. Monaghan Abstain: Mr. Lawson</p>	<p>Approval of Minutes A. Approval of the following Board of Education Meeting Minutes:</p> <p>1. Regular Meeting Minutes September 17, 2019</p> <p>Motion made and passed to approve the following Board of Education Meeting Minutes: Regular Meeting Minutes September 17, 2019.</p>
7.	<p>Superintendent's Report</p> <ul style="list-style-type: none"> • Dr. Parker said she and Ms. DiCorpo toured MedInstill in regards to a future partnership for students. They also visited the Pratt Center Preschool. She met with four volunteers at the NES Plant Patch, saw grade 2 students harvesting crops, and even sampled some of the garden's produce. She met with Youth Agency Student Advisory Board members and plans to attend future meetings. The Food Services department hosted CT Grown for CT Kids Week, spotlighting the local produce connection. At this time of year, over 25% of the food served is local. Dr. Parker attended the event and had lunch with high school students. • Mr. Lawson said he attended too, along with two representatives from the State Department of Education. He said the representatives were 	<p>Superintendent's Report</p>

	<p>extremely impressed with the local sourcing integration.</p> <ul style="list-style-type: none"> • Dr. Parker joined the great crowd at the Fall Band Home Show and she was impressed by the Band Parents volunteer efforts. She has gone to boys and girls cross country, football and field hockey contests, and looks forward to seeing other teams. 	
8.	<p>Board Chairman's Report</p> <ul style="list-style-type: none"> • Mr. Lawson said budget season has started. He asked Board members to contact the Superintendent sooner rather than later with any items for consideration for the Superintendent's proposed budget. Discussion will also take place at Board meetings going forward. 	Board Chairman's Report
9.	<p>Committee And Liaison Reports</p> <p>A. Facilities Sub-Committee – Mr. McCauley</p> <ul style="list-style-type: none"> • Mr. McCauley said they discussed a failed RTU at SNIS and the fact that other units in district are of a similar age. They are hoping this will be an area for Celtic Energy to advise in the future. Regarding Celtic Energy, they have been told there is only one contract, and that is with the Town. The Board is looking to have an addendum or separate MOU to clarify its stake in the process. He said they discussed Facilities budget drivers and the updated 5 year capital plan. • Mr. Lawson asked that Mr. Giovannone email the entire Board with any updates regarding the Celtic Energy MOU. <p>B. Operations Sub-Committee – Mrs. Faulenbach</p> <ul style="list-style-type: none"> • Mrs. Faulenbach said they discussed the monthly reports, reviewed an updated master bid schedule, heard an update on negotiations, and discussed budget drivers. The committee added an item for discussion which was an updated list 	<p>Committee And Liaison Reports</p> <p>A. Facilities Sub-Committee</p> <p>B. Operations Sub-Committee</p>

	<p>of capital items to be considered by the Board of Finance on October 9. This capital request was approved, along with the end of year balance and turf field fund request.</p>	
C.	<p>Policy Sub-Committee – Mrs. McInerney</p> <ul style="list-style-type: none"> Mrs. McInerney said there are two policies on for approval tonight due to policy changes required by statute: 4118.112/4218.112 and 4155/4255. They are eligible for approval at first review in accordance with Board bylaw 9311. Policies 1700 and 1800 are on for first review. The committee discussed a possible change to 6146 Graduation Requirements, changing the PE credit to 1.0 for the classes of 2021 and 2022. This is the current state requirement and making the change avoids the need to hire additional staff. The discussion will continue at the next Policy meeting. The committee also reviewed two regulation revisions as items of information. 	C. Policy Sub-Committee
D.	<p>Committee on Learning – Mr. Schemm</p> <ul style="list-style-type: none"> Mrs. McInerney reported for Mr. Schemm. She said the committee heard a presentation from Cathy Awwad, Executive Director of the Northwest Regional Workforce Investment Board (NRWIB), who spoke about the Apprenticeship CT Initiative Manufacturing Program. Funded by the U.S. Department of Labor, the program provides an opportunity for students in four school districts: Danbury, New Milford, Torrington, and Waterbury to explore a career in manufacturing. The 10 to 12 week program, implemented by NRWIB, includes a 144-hour curriculum comprised of a minimum of 72 hours of manufacturing theory, hands-on training, and a minimum of 72 hours of a paid CT manufacturing pre-apprenticeship training experience with registered sponsor. NMHS Head Counselor Danette Lambiase presented the Comprehensive School Counseling Program document which memorializes the work 	D. Committee on Learning

	<p>counselors do throughout the year, breaking it down by grade and month.</p> <ul style="list-style-type: none"> • Mrs. McInerney said there are six curricula on for approval tonight. <p>E. EdAdvance – Mrs. Monaghan</p> <ul style="list-style-type: none"> • Mrs. Monaghan said the last meeting was held October 3. The budget was proposed and a student manual approved. EdAdvance is restructuring a loan to renovate its Plymouth facility. Representative Johanna Hayes toured and learned about EdAdvance offerings. <p>F. Connecticut Boards of Education (CABE) – Mr. Lawson</p> <ul style="list-style-type: none"> • Mr. Lawson said CABE reviewed legislative actions and a revised school safety guide. <p>G. Magnet School – Mrs. Monaghan</p> <ul style="list-style-type: none"> • Mrs. Monaghan thanked Mr. Giovannone for the information regarding the number of New Milford seats, of which there are eighteen, all filled. The annual meeting is October 25. 	<p>E. EdAdvance</p> <p>F. Connecticut Boards of Education (CABE)</p> <p>G. Magnet School</p>
10.	<p>Discussion and Possible Action</p> <p>A. Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated October 15, 2019</p> <p>Mr. Dahl moved to approve Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence as of October 15, 2019, seconded by Mr. McCauley.</p> <ul style="list-style-type: none"> • There was no discussion <p>The motion passed unanimously.</p> <p>B. Monthly Reports</p>	<p>Discussion and Possible Action</p> <p>A. Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence dated October 15, 2019</p> <p>Motion made and passed unanimously to approve Exhibit A: Personnel – Certified, Non-Certified Appointments, Resignations and Leaves of Absence as of October 15, 2019.</p> <p>B. Monthly Reports</p>

<p>1. Budget Position 2. Purchase Resolution: D-727 3. Request for Budget Transfers</p> <p>Mrs. Faulenbach moved to approve monthly reports: Budget Position dated September 30, 2019; Purchase Resolution D-727; and Request for Budget Transfers, seconded by Mr. McCauley.</p> <ul style="list-style-type: none"> • Mrs. Faulenbach asked that information regarding the amount in the turf fields account be brought to the next Operations meeting. • Mr. Lawson asked if the \$50,000 the Town Council approved would be reflected. Mr. Giovannone said he did not know, but he would provide the balance as of the end of October. • Mrs. Faulenbach said it is appropriate to see funding from both Town and BOE as we plan for future needs. <p>The motion passed unanimously.</p> <p>C. Gifts & Donations 1. PTO – Exhibit B</p> <p>Mrs. Faulenbach moved to accept Gifts and Donations: PTO – Exhibit B in the amount of \$7,132.07, seconded by Mr. McCauley.</p> <ul style="list-style-type: none"> • Mr. Lawson thanked the PTO for its continued support of district programs. <p>The motion passed unanimously.</p> <p>D. Approval of Authorized Signatures Change Form for ED-099 Agreement for Child Nutrition Programs</p> <p>Mrs. Monaghan moved to approve the Authorized Signatures Change Form for ED-099 Agreement for Child Nutrition Programs, seconded by Mrs. McInerney.</p>	<p>1. Budget Position 2. Purchase Resolution: D-727 3. Request for Budget Transfers</p> <p>Motion made and passed unanimously to approve monthly reports: Budget Position dated September 30, 2019; Purchase Resolution: D-727; and Request for Budget Transfers.</p> <p>C. Gifts & Donations 1. PTO – Exhibit B</p> <p>Motion made and passed unanimously to approve Gifts & Donations: PTO – Exhibit B in the amount of \$7,132.07.</p> <p>D. Approval of Authorized Signatures Change Form for ED-099 Agreement for Child Nutrition Programs</p> <p>Motion made and passed unanimously to approve approve the Authorized Signatures Change Form for ED-099 Agreement for Child Nutrition Programs.</p>
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	<ul style="list-style-type: none"> • There was no discussion <p>The motion passed unanimously.</p>	
E.	<p>Policies for Approval</p> <ol style="list-style-type: none"> 1. 4118.112/4218.112 Sexual and Other Unlawful Harassment 2. 4155/4255 Military Leave <p>Mrs. Faulenbach moved to approve the following Policies in accordance with Board Bylaw 9311:</p> <ol style="list-style-type: none"> 1. 4118.112/4218.112 Sexual and Other Unlawful Harassment 2. 4155/4255 Military Leave <p>Seconded by Mr. McCauley.</p> <ul style="list-style-type: none"> • There was no discussion <p>The motion passed unanimously.</p>	<p>E. Policies for Approval</p> <ol style="list-style-type: none"> 1. 4118.112/4218.112 Sexual and Other Unlawful Harassment 2. 4155/4255 Military Leave <p>Motion made and passed unanimously to approve the following Policies in accordance with Board Bylaw 9311:</p> <ol style="list-style-type: none"> 1. 4118.112/4218.112 Sexual and Other Unlawful Harassment 2. 4155/4255 Military Leave
F.	<p>Policies for First Review</p> <ol style="list-style-type: none"> 1. 1700 Possession of Firearms on School Property Prohibited 2. 1800 Animals on School Property <ul style="list-style-type: none"> • Mr. Lawson said these policies are for first review tonight. • Mrs. Faulenbach said she was thrilled to see this policy come forward. She asked if it supports use of a therapy dog as well as service animal. • Mrs. Olson said a service animal is typically for one on one support of a student's access to education. Regarding the use of a therapy dog, the policy gives the Superintendent discretion to make the decision regarding appropriateness. • Mrs. Faulenbach said she would like to see an accompanying regulation at the next Policy meeting to provide guidance. 	<p>F. Policies for First Review</p> <ol style="list-style-type: none"> 1. 1700 Possession of Firearms on School Property Prohibited 2. 1800 Animals on School Property
G.	<p>Approval of the Following Curricula</p> <ol style="list-style-type: none"> 1. Grade 3 Health 2. Grade 4 Health 3. Grade 5 Health 	<p>G. Approval of the Following Curricula</p> <ol style="list-style-type: none"> 1. Grade 3 Health 2. Grade 4 Health


	<ol style="list-style-type: none"> 4. Health II 5. AP Spanish Language and Culture 6. AP French Language and Culture <p>Mrs. McInerney moved to approve the following curricula:</p> <ol style="list-style-type: none"> 1. Grade 3 Health 2. Grade 4 Health 3. Grade 5 Health 4. Health II 5. AP Spanish Language and Culture 6. AP French Language and Culture <p>Seconded by Mrs. Monaghan.</p> <ul style="list-style-type: none"> • Mr. Dahl said he thought the Health revisions were really good and very up to date. <p>The motion passed unanimously.</p>	<ol style="list-style-type: none"> 3. Grade 5 Health 4. Health II 5. AP Spanish Language and Culture 6. AP French Language and Culture <p>Motion made and passed unanimously to approve the following curricula:</p> <ol style="list-style-type: none"> 1. Grade 3 Health 2. Grade 4 Health 3. Grade 5 Health 4. Health II 5. AP Spanish Language and Culture 6. AP French Language and Culture
H.	<p>Recommendation to Town for BOE Membership on Municipal Building Committee</p> <p>Mr. Lawson moved that the Chair send a recommendation to the Town that a representative or representatives of the Board of Education be appointed to the Municipal Building Committee, seconded by Mr. McCauley.</p> <ul style="list-style-type: none"> • Mr. Lawson said though the Town owns the buildings, the Board is involved with maintenance and reconstruction. He thinks it is prudent to have the BOE represented in discussions and to facilitate cost sharing savings, and project collaboration. He is looking for two members to be appointed to the Municipal Building Committee (MBC). • Mrs. Faulenbach asked how often the MBC meets. She noted that BOE membership will be changing with the upcoming elections. 	<p>H. Recommendation to Town for BOE Membership on Municipal Building Committee</p> <p>Motion made and passed unanimously that the Chair send a recommendation to the Town that a representative or representatives of the Board of Education be appointed to the Municipal Building Committee.</p>

	<ul style="list-style-type: none"> • Mrs. Monaghan said the MBC is meeting twice a month currently. • Mrs. Chastain asked if the Town made the request for membership. • Mr. Lawson said the request was coming from the Board's end but he did not think it would be an issue on the Town side to grant the request. • Mrs. Faulenbach said it would be ideal and helpful for continuity with the Board if the person on the MBC would also be a member of the Facilities Subcommittee. It would make reporting back easier. <p>The motion passed unanimously.</p> <ul style="list-style-type: none"> • Mr. Lawson said to contact Mrs. Silverman if interested in serving. In the event that more than two Board members wish to serve, there will be a lottery. <p>I. Textbook Approval: Grade 11</p> <p>Mr. Lawson moved to approve the following textbook: <u>United States History and Geography</u>, seconded by Mr. McCauley.</p> <ul style="list-style-type: none"> • There was no discussion. <p>The motion passed unanimously.</p>	<p>I. Textbook Approval: Grade 11</p> <p>Motion made and passed unanimously to approve the following textbook: <u>United States History and Geography</u>.</p>
11.	Items For Information And Discussion	Items For Information And Discussion
A.	Field Trip Report	A. Field Trip Report
	<ul style="list-style-type: none"> • Mrs. McInerney said learning outside the classroom is important and there are many great trips taking place. 	
B.	BOE Annual Report 2018-19	B. BOE Annual Report 2018-19

	<ul style="list-style-type: none"> Mrs. Faulenbach said the Annual Report represents a great deal of work. She requested it be added to the district website. <p>C. Budget Drivers</p> <ul style="list-style-type: none"> Mr. Lawson reiterated that Board members should contact the Superintendent if they have input to share. 	C. Budget Drivers
12.	<p>Discussion and Possible Action</p> <p>A. Discussion and possible action on proposed collective bargaining agreement between the New Milford Board of Education and the New Milford School Administrators Association. Executive Session anticipated.</p> <p>Mr. Dahl moved that the Board enter into executive session in order to discuss the proposed collective bargaining agreement between the New Milford Board of Education and the New Milford School Administrators Association; and invite into the session Dr. Kerry Parker, Ms. Ellamae Baldelli and Mr. Anthony Giovannone.</p> <p>Seconded by Mr. McCauley.</p> <p>The motion passed unanimously.</p> <p>The Board entered executive session at 8:35 p.m.</p> <p>The Board returned to public session at 8:48 p.m.</p> <p>B. Approval of successor collective bargaining agreement between the New Milford Board of Education and the New Milford School Administrators Association.</p>	<p>Discussion and Possible Action</p> <p>A. Discussion and possible action on proposed collective bargaining agreement between the New Milford Board of Education and the New Milford School Administrators Association. Executive Session anticipated.</p> <p>Motion made and passed unanimously that the Board enter into executive session in order to discuss the proposed collective bargaining agreement between the New Milford Board of Education and the New Milford School Administrators Association; and invite into the session Dr. Kerry Parker, Ms. Ellamae Baldelli and Mr. Anthony Giovannone.</p> <p>B. Approval of successor collective bargaining agreement between the New Milford Board of Education and the New Milford School Administrators Association.</p>

	<p>Mr. Dahl moved to approve the successor collective bargaining agreement between the New Milford Board of Education and the New Milford School Administrators Association as discussed in executive session and to further move that the Board delegate to the Chairperson of the Board the authority to execute said agreement on behalf of the Board.</p> <p>Seconded by Mrs. Faulenbach.</p> <ul style="list-style-type: none">• Mrs. Monaghan thanked all who worked on the agreement. <p>The motion passed 6-1-0.</p> <p>Aye: Mr. Dahl, Mrs. Faulenbach, Mr. Lawson, Mr. McCauley, Mrs. McInerney, Mrs. Monaghan No: Mrs. Chastain</p>	<p>Motion made and passed to approve the successor collective bargaining agreement between the New Milford Board of Education and the New Milford School Administrators Association as discussed in executive session and to further move that the Board delegate to the Chairperson of the Board the authority to execute said agreement on behalf of the Board.</p>
13.	<p>Adjourn</p> <p>Mr. Dahl moved to adjourn the meeting at 8:49 p.m., seconded by Mr. McCauley and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn at 8:49 p.m.</p>

Respectfully submitted:



Angela C. Chastain

Secretary

New Milford Board of Education

NEW MILFORD PUBLIC SCHOOLS

EXHIBIT A

Regular Meeting of the Board of Education
Sarah Noble Intermediate School
New Milford, Connecticut
November 19, 2019
**As of November 18, 2019

ACTION ITEMS

A. Personnel

1. **CERTIFIED STAFF**

a. **RESIGNATIONS**

1. ****Ms. Jennifer Brown**, English Teacher, Schaghticoke Middle School
Move that the Board of Education approve the resignation of **Ms. Jennifer Brown** as English Teacher at Schaghticoke Middle School effective December 12, 2019.

Took position elsewhere

2. **Mrs. Phyllis Guendelsberger**, Special Education Teacher, Sarah Noble Intermediate School
Move that the Board of Education approve the resignation, due to retirement, of **Mrs. Phyllis Guendelsberger** as Special Education Teacher at Sarah Noble Intermediate School effective January 1, 2020.

Retirement

2. **CERTIFIED STAFF**

b. **NON-RENEWALS**

1. **None**

3. **CERTIFIED STAFF**

c. **APPOINTMENTS**

1. **Mrs. Karen Bosco**, District-wide Data Coach
Move that the Board of Education appoint **Mrs. Karen Bosco** as District-wide Data Coach effective December 20, 2019.
2019-2020 Salary – \$85,203 (Step 13J) pro-rated to start date plus 30 additional days

Education History:
BA: Quinnipiac University
Major: Psychology
MA: Quinnipiac University
Major: Elementary Education
6th Yr. Degree: University of Bridgeport
Major: Educational Leadership

Work Experience:
13 yrs. North Haven Public Schools

Replacing: M. Clyne

2. **Mr. Nathan Hatfield**, English Teacher, Schaghticoke Middle School
Move that the Board of Education appoint **Mr. Nathan Hatfield** as English Teacher at Schaghticoke Middle School effective November 25, 2019.
2019-2020 Salary – \$53,294 (Step 1F) pro-rated to start date

Education History:
BA: UConn
Major: English
MA: UConn
Major: Education

Work Experience:
Student Teacher East Hampton

Replacing: S. Swanson

<p>3. **Mr. Joseph Loubier, Social Studies Teacher, Schaghticoke Middle School <u>Move</u> that the Board of Education appoint Mr. Joseph Loubier as Social Studies Teacher at Schaghticoke Middle School effective December 2, 2019. 2019-2020 Salary – \$54,638 (Step 2F) pro-rated to start date</p>	<p><i>Education History:</i> BA: UConn Major: History MA: UConn Major: Secondary Education</p> <p><i>Work Experience:</i> 1 yr. Madison Public Schools</p>
<p>Replacing: T. Olmsted</p>	
<p>4. MISCELLANEOUS STAFF</p>	
<p>a. RESIGNATIONS</p>	
<p>1. None</p>	
<p>5. MISCELLANEOUS STAFF</p>	
<p>b. APPOINTMENTS</p>	
<p>1. **Mrs. Frances Hunt, Van Rider, Hill and Plain School <u>Move</u> that the Board of Education appoint Mrs. Frances Hunt as Van Rider at Hill and Plain School effective November 25, 2019.</p>	<p>\$14.00 per hour</p>
<p>2. Ms. Lindsay Pytel, Choreographer for All School Musical, New Milford High School <u>Move</u> that the Board of Education appoint Ms. Lindsay Pytel as Choreographer for All School Musical at New Milford High School effective November 20, 2019.</p>	<p>2019-2020 Stipend: \$1,985</p>
<p>6. NON-CERTIFIED STAFF AND LICENSED STAFF</p>	
<p>a. RESIGNATIONS</p>	
<p>1. Mrs. Kerriann Cartelli, Tutor, Sarah Noble Intermediate School <u>Move</u> that the Board of Education approve the resignation of Mrs. Kerriann Cartelli as Tutor at Sarah Noble Intermediate School effective October 26, 2019.</p>	<p>Personal</p>
<p>2. Ms. Rubi Roman-Espinal, Secretary to the Assistant Principal, Schaghticoke Middle School <u>Move</u> that the Board of Education approve the resignation of Ms. Rubi Roman-Espinal as Secretary to the Assistant Principal at Schaghticoke Middle School effective November 2, 2019.</p>	<p>Personal</p>
<p>3. Mrs. Jennifer W. Smith, Paraeducator, Schaghticoke Middle School <u>Move</u> that the Board of Education approve the resignation of Mrs. Jennifer W. Smith as Paraeducator at Schaghticoke Middle School effective November 9, 2019.</p>	<p>Personal</p>

7. NON-CERTIFIED AND LICENSED STAFF

b. APPOINTMENTS

- | | |
|--|--|
| <p>1. Mrs. Michele Biondi, Secretary to Principal, Sarah Noble Intermediate School
 <u>Move</u> that the Board of Education appoint Mrs. Michele Biondi as Secretary to Principal at Sarah Noble Intermediate School effective November 20, 2019.</p> | <p>\$21.55 per hour, Step 5
 8 hours per day
 Calendar Year Secretary

 Replacing: C. Westervelt</p> |
| <p>2. **Ms. Samantha Christos, Secretary to Assistant Principal, Schaghticoke Middle School
 <u>Move</u> that the Board of Education appoint Ms. Samantha Christos as Secretary to Assistant Principal at Schaghticoke Middle School effective on or about December 9, 2019.</p> | <p>\$17.84 per hour, Step 1
 8 hours per day
 Calendar Year Secretary

 Replacing: R. Roman-Espinal</p> |
| <p>3. **Mrs. Caroline Fortier, District-wide Secretary, Central Office
 <u>Move</u> that the Board of Education approve the appointment of Mrs. Caroline Fortier as District-wide Secretary at Central Office effective December 2, 2019.</p> | <p>\$19.76 per hour, Step 3
 8 hours per day
 Calendar Year Secretary

 Replacing: T. Cooper</p> |
| <p>4. **Mrs. Christine Garbowski, Tutor, Hill and Plain School
 <u>Move</u> that the Board of Education approve the appointment of Mrs. Christine Garbowski as Tutor at Hill and Plain School effective November 25, 2019.</p> | <p><i>Education History:</i>
 BA: CCSU
 Major: Education

 \$16.00 per hour</p> |
| <p>5. **Mrs. Deborah Habshey, Part-time Paraeducator, Hill and Plain School
 <u>Move</u> that the Board of Education approve the appointment of Mrs. Deborah Habshey as Part-time Paraeducator at Hill and Plain School effective November 25, 2019.</p> | <p>\$14.63 per hour - Hire Rate
 \$16.16 per hour – Job Rate
 (after completion of probationary period)
 3.5 hours per day, 4 days per week

 New budgeted</p> |
| <p>6. Mrs. Melody Melendez, General Worker for Food Services, New Milford High School
 <u>Move</u> that the Board of Education approve the appointment of Mrs. Melody Melendez as General Worker at New Milford High School effective November 25, 2019.</p> | <p>\$12.23 per hour - Hire Rate
 4 hours per day

 Replacing: P. Galletta</p> |

7. **Ms. Renea Tirrell**, Substance Abuse Counselor, New Milford High School
Move that the Board of Education appoint **Ms. Renea Tirrell** as Substance Abuse Counselor at New Milford High School effective November 20, 2019.
2019-2020 Salary – \$81,000 pro-rated to start date

Education History:
BS: SCSU
Major: Sociology
MS: CCSU
Major: Criminal Justice
Master Certificate: Capella Univ.
Contemporary Theory in Addictive Behavior

Work Experience:
6 yrs. MCCA
5 yrs. Dept. of Corrections
2 yrs. Private counseling

New budgeted

8. ****Mrs. Christine Zona**, Tutor, Sarah Noble Intermediate School
Move that the Board of Education approve the appointment of **Mrs. Christine Zona** as Tutor at Sarah Noble Intermediate School effective December 2, 2019.

Education History:
BA: Indiana University
Major: Political Science
MA: Manhattanville College
Major: Education

\$16.00 per hour

8. **ADULT EDUCATION STAFF**

a. **RESIGNATIONS**

1. **Mrs. Ellen Rossini**, Secretary to Adult Education, Adult Education Program
Move that the Board of Education approve the resignation of **Mrs. Ellen Rossini** as Adult Education Secretary for the Adult Education Program effective November 14, 2019.

Took another position

9. **ADULT EDUCATION STAFF**

b. **APPOINTMENTS**

1. **None**

10. **BAND STAFF**

a. **RESIGNATIONS**

1. **None**

11. **BAND STAFF**

b. **APPOINTMENTS**

1. ****Ms. Alissa Carrozza**, Volunteer Winter Guard for Marching Band, New Milford High School
Move that the Board of Education appoint **Ms. Alissa Carrozza** as Volunteer Winter Guard for Marching Band at New Milford High School effective December 3, 2019.

Volunteer

- | | |
|--|----------------------------------|
| <p>2. **Ms. Taylor Davis, Winter Guard - Director for Marching Band, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Taylor Davis as Winter Guard – Director for Marching Band at New Milford High School effective December 3, 2019.</p> | <p>2019-2020 Stipend: \$1985</p> |
| <p>3. Mr. David Paradis, Winter Percussion - Director for Marching Band, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. David Paradis as Winter Percussion – Director for Marching Band at New Milford High School effective December 3, 2019.</p> | <p>2019-2020 Stipend: \$3928</p> |
| <p>4. Ms. Breanna Vanak, Winter Percussion – Assistant Director for Marching Band, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Breanna Vanak as Winter Percussion – Assistant Director for Marching Band at New Milford High School effective December 3, 2019.</p> | <p>2019-2020 Stipend: \$1985</p> |
| <p>5. **Ms. Veronica Woods, Winter Guard – Assistant Director for Marching Band, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Veronica Woods as Winter Guard – Assistant Director for Marching Band at New Milford High School effective December 3, 2019.</p> | <p>2019-2020 Stipend: \$1985</p> |

12. COACHING STAFF

a. RESIGNATIONS

- | | |
|---|---------------|
| <p>1. Ms. Allyson LaPorte, Assistant Indoor Track Coach, New Milford High School
<u>Move</u> that the Board of Education approve the resignation of Ms. Allyson LaPorte as Assistant Indoor Track Coach at New Milford High School effective September 26, 2019.</p> | <p>Moving</p> |
| <p>2. Ms. Allyson LaPorte, Assistant Outdoor Track and Field Coach, New Milford High School
<u>Move</u> that the Board of Education approve the resignation of Ms. Allyson LaPorte as Assistant Outdoor Track and Field Coach at New Milford High School effective September 26, 2019.</p> | <p>Moving</p> |

13. COACHING STAFF

b. APPOINTMENTS

- | | |
|--|---|
| <p>1. Mr. Louis Alhage, Boys' Assistant Wrestling Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Louis Alhage as Boys' Assistant Wrestling Coach at New Milford High School effective December 2, 2019.</p> | <p>2019-2020 Stipend: \$3149</p> |
| <p>2. Mr. Jason Arnauckas, Winter Weight Room Supervisor, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Jason Arnauckas as Winter Weight Room Supervisor at New Milford High School effective November 20, 2019.</p> | <p>2019-2020 Stipend: \$5042
Current staff member</p> |
| <p>3. Mr. Matthew Arnold, Boys' Assistant Wrestling Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Matthew Arnold as Boys' Assistant Wrestling Coach at New Milford High School effective December 2, 2019.</p> | <p>2019-2020 Stipend: \$3149</p> |
| <p>4. Mr. Chris Bacich, Volunteer Boys' Indoor Track Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Chris Bacich as Volunteer Boys' Indoor Track Coach at New Milford High School effective December 5, 2019.</p> | <p>Volunteer</p> |
| <p>5. Mrs. Daniella Brooks, Girls' and Boys' Intramural PE Games Coach, Sarah Noble Intermediate School
<u>Move</u> that the Board of Education appoint Mrs. Daniella Brooks as Girls' and Boys' Intramural PE Games Coach at Sarah Noble Intermediate School effective December 19, 2019.</p> | <p>2019-2020 Stipend: \$1985
Current Staff Member</p> |
| <p>6. Mr. Scott Capriglione, Boys' Varsity Ice Hockey Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Scott Capriglione as Boys' Varsity Ice Hockey Coach at New Milford High School effective December 2, 2019.</p> | <p>2019-2020 Stipend: \$3916</p> |
| <p>7. Mr. Andrew DePalma, Boys' Assistant Ice Hockey Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Andrew DePalma as Boys' Assistant Ice Hockey Coach at New Milford High School effective December 2, 2019.</p> | <p>2019-2020 Stipend: \$2544</p> |

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|---|---|
| <p>8. Mr. Matthew DePalma, Volunteer Boys' Ice Hockey Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Matthew DePalma as Volunteer Boys' Ice Hockey Coach at New Milford High School effective December 2, 2019.</p> | Volunteer |
| <p>9. Mr. Gary Golembeske, Boys' Assistant Ice Hockey Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Gary Golembeske as Boys' Assistant Ice Hockey Coach at New Milford High School effective December 2, 2019.</p> | 2019-2020 Stipend: \$2544 |
| <p>10. Mr. Mark Grant, Girls' Freshman Basketball Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Mark Grant as Girls' Freshman Basketball Coach at New Milford High School effective December 2, 2019.</p> | 2019-2020 Stipend: \$2946
Current Staff Member |
| <p>11. Mr. William Kersten, Girls' Varsity Basketball Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. William Kersten as Girls' Varsity Basketball Coach at New Milford High School effective December 2, 2019.</p> | 2019-2020 Stipend: \$5894 |
| <p>12. Mrs. Carol Mastersanti, Volunteer Varsity Cheerleading Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mrs. Carol Mastersanti as Volunteer Varsity Cheerleading Coach at New Milford High School effective December 2, 2019.</p> | Volunteer |
| <p>13. Ms. Sarah Mastersanti, Varsity Cheerleading Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Sarah Mastersanti as Varsity Cheerleading Coach at New Milford High School effective December 2, 2019.</p> | 2019-2020 Stipend: \$3603 |
| <p>14. Ms. Jessica Melendez, Varsity Dance Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Jessica Melendez as Varsity Dance Coach at New Milford High School effective December 2, 2019.</p> | 2019-2020 Stipend: \$1486 |

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| <p>15. Ms. Bethany Mihaly, Girls' Varsity Gymnastics Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Bethany Mihaly as Girls' Varsity Gymnastics Coach at New Milford High School effective December 5, 2019.</p> | <p>2019-2020 Stipend: \$4042</p> |
| <p>16. Mr. David Mumma, Girls' and Boys' Intramural Fall PE Games Coach, Sarah Noble Intermediate School
<u>Move</u> that the Board of Education appoint Mr. David Mumma as Girls' and Boys' Intramural Fall PE Games Coach at Sarah Noble Intermediate School effective December 19, 2019.</p> | <p>2019-2020 Stipend: \$1985</p> <p>Current Staff Member</p> |
| <p>17. Mr. Mike Nahom, Girls' and Boys' Assistant Indoor Track Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Mike Nahom as Girls' and Boys' Assistant Indoor Track Coach at New Milford High School effective December 2, 2019.</p> | <p>2019-2020 Stipend: \$1890</p> |
| <p>18. Mr. Rob Nathan, Boys' Varsity Swimming and Diving Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Rob Nathan as Boys' Varsity Swimming and Diving Coach at New Milford High School effective December 5, 2019.</p> | <p>2019-2020 Stipend: \$2260 (split stipend with Rory Perry)</p> <p>Current Staff Member</p> |
| <p>19. Mr. Rob Nathan, Boys' Assistant Swimming and Diving Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Rob Nathan as Boys' Assistant Swimming and Diving Coach at New Milford High School effective December 5, 2019.</p> | <p>2019-2020 Stipend: \$1469 (split stipend with Rory Perry)</p> <p>Current Staff Member</p> |
| <p>20. Mr. Cody Norlander, Volunteer Boys' Basketball Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Mr. Cody Norlander as Volunteer Boys' Basketball Coach at New Milford High School effective December 5, 2019.</p> | <p>Volunteer</p> |
| <p>21. Ms. Mary O'Connor, Girls' Assistant Gymnastics Coach, New Milford High School
<u>Move</u> that the Board of Education appoint Ms. Mary O'Connor as Girls' Assistant Gymnastics Coach at New Milford High School effective December 5, 2019.</p> | <p>2019-2020 Stipend: \$2628</p> |

<p>22. Mr. Rory Perry, Boys' Varsity Swimming and Diving Coach, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Rory Perry as Boys' Varsity Swimming and Diving Coach at New Milford High School effective December 5, 2019.</p>	<p>2019-2020 Stipend: \$2260 (split stipend with Rob Nathan) Current Staff Member</p>
<p>23. Mr. Rory Perry, Boys' Assistant Swimming and Diving Coach, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Rory Perry as Boys' Assistant Swimming and Diving Coach at New Milford High School December 5, 2019.</p>	<p>2019-2020 Stipend: \$1469 (split stipend with Rob Nathan) Current Staff Member</p>
<p>24. Mr. Chris Piel, Boys' Varsity Wrestling Coach, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Chris Piel as Boys' Varsity Wrestling Coach at New Milford High School effective December 2, 2019.</p>	<p>2019-2020 Stipend: \$4846</p>
<p>25. Mr. Ryan Rebstock, Boys' Varsity Indoor Track Coach, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Ryan Rebstock as Boys' Varsity Indoor Track Coach at New Milford High School effective December 5, 2019.</p>	<p>2019-2020 Stipend: \$2909 Current Staff Member</p>
<p>26. Mr. Ryan Rebstock, Girls' Varsity Indoor Track Coach, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Ryan Rebstock as Girls' Varsity Indoor Track Coach at New Milford High School effective December 5, 2019.</p>	<p>2019-2020 Stipend: \$2909 Current Staff Member</p>
<p>27. Mr. Philkwan Tate, Boys' JV Basketball Coach, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Philkwan Tate as Boys' JV Basketball Coach at New Milford High School effective December 5, 2019.</p>	<p>2019-2020 Stipend: \$3830</p>
<p>28. Mr. Albert Tolomeo, Boys' Varsity Basketball Coach, New Milford High School <u>Move</u> that the Board of Education appoint Mr. Albert Tolomeo as Boys' Varsity Basketball Coach at New Milford High School effective December 5, 2019.</p>	<p>2019-2020 Stipend: \$5894</p>

- 29. Mr. Albert Tolomeo IV**, Boys' Freshman Basketball Coach, New Milford High School

Move that the Board of Education appoint **Mr. Albert Tolomeo IV** as Boys' Freshman Basketball Coach at New Milford High School effective December 5, 2019.

2019-2020 Stipend: \$2946

- 30. Mr. Giles Vaughan**, Girls' JV Basketball Coach, New Milford High School

Move that the Board of Education appoint **Mr. Giles Vaughan** as Girls' JV Basketball Coach at New Milford High School effective December 2, 2019.

2019-2020 Stipend: \$3830

Current Staff Member

14. LEAVES OF ABSENCE

- 1. ~~**Mr. Joseph Casimiro~~**, Custodian, Sarah Noble Intermediate School

Move that the Board of Education approve an unpaid leave of absence for **Mr. Joseph Casimiro** from November 16, 2019 through a date to be determined.

Unpaid Leave of Absence

- 2. Mrs. Stephanie Heaton**, Paraeducator, Northville Elementary School

Move that the Board of Education approve an unpaid leave of absence for **Mrs. Stephanie Heaton** from October 29, 2019 through a date to be determined.

Unpaid Leave of Absence



SUMMARY BY MOC (MAJOR OBJECT CODE)

RANGE	MAJOR OBJECT CODE DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
100'S	SALARIES - CERTIFIED	28,786,342	0	28,786,342	6,239,598	22,386,443	160,301	99.44%
100'S	SALARIES - NON CERTIFIED	9,334,085	0	9,334,085	2,361,223	4,861,584	2,111,279	77.38%
200'S	BENEFITS	11,327,946	0	11,327,946	5,313,063	1,215,159	4,799,723	57.63%
300'S	PROFESSIONAL SERVICES	4,087,606	0	4,087,606	1,237,612	2,049,069	800,925	80.41%
400'S	PROPERTY SERVICES	969,278	0	969,278	302,620	397,957	268,700	72.28%
500'S	OTHER SERVICES	7,628,684	0	7,628,684	2,155,982	4,717,759	754,943	90.10%
600'S	SUPPLIES	2,626,716	0	2,626,716	668,839	1,398,926	558,950	78.72%
700'S	CAPITAL	84,047	0	84,047	24,232	6,499	53,315	36.57%
800'S	DUES AND FEES	88,621	0	88,621	54,425	6,659	27,537	68.93%
900'S	REVENUE	-892,633	0	-892,633	-68,832	0	-823,801	7.71%
GRAND TOTAL		64,040,692	0	64,040,692	18,288,763	37,040,055	8,711,874	86.40%

SALARIES - NON CERTIFIED BREAKOUT

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
51180	SALARIES - NON CERT - STIPENDS	565,784	0	565,784	17,992	0	547,792	3.18%
51201	SALARIES - NON CERT - PARA EDUCATOR	2,009,328	0	2,009,328	436,239	1,552,884	20,206	98.99%
51202	SALARIES - NON CERT - SUBSTITUTES	854,478	0	854,478	183,807	0	670,671	21.51%
51210	SALARIES - NON CERT - SECRETARY	1,888,333	0	1,888,333	576,988	1,153,297	158,047	91.63%
51225	SALARIES - NON CERT - TUTORS	300,695	0	300,695	38,056	0	262,639	12.66%
51240	SALARIES - NON CERT - CUSTODIAL	1,891,646	0	1,891,646	596,586	984,253	310,806	83.57%
51250	SALARIES - NON CERT - MAINTENANCE	920,746	0	920,746	274,840	533,650	112,257	87.81%
51285	SALARIES - NON CERT - TECHNOLOGY	457,410	0	457,410	124,063	318,834	14,513	96.83%
51336	SALARIES - NON CERT - NURSES	445,665	0	445,665	112,651	318,665	14,349	96.78%
TOTAL		9,334,085	0	9,334,085	2,361,223	4,861,584	2,111,279	77.38%

BENEFIT BREAKOUT

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
52200	BENEFITS - FICA	638,931	-360	638,571	148,053	0	490,518	23.19%
52201	BENEFITS - MEDICARE	534,567	0	534,567	122,799	0	411,768	22.97%
52300	BENEFITS - PENSION	840,836	360	841,196	841,196	0	0	100.00%
52600	BENEFITS - UNEMPLOYMENT COMP	15,000	0	15,000	3,507	11,493	0	100.00%
52810	BENEFITS - HEALTH INSURANCE	8,572,329	0	8,572,329	3,918,534	756,358	3,897,437	54.53%
52820	BENEFITS - DISABILITY INSURANCE	125,000	0	125,000	24,696	100,304	0	100.00%
52830	BENEFITS - LIFE INSURANCE	121,000	0	121,000	25,903	95,097	0	100.00%
52900	BENEFITS - OTHER EMPLOYEE BENEFITS	480,283	0	480,283	228,376	251,907	0	100.00%
TOTAL		11,327,946	0	11,327,946	5,313,063	1,215,159	4,799,723	57.63%



EXPENDITURES

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
51110	CERTIFIED SALARIES	28,786,342	0	28,786,342	6,239,598	22,386,443	160,301	99.44%
51200	NON-CERTIFIED SALARIES	9,334,085	0	9,334,085	2,361,223	4,861,584	2,111,279	77.38%
52000	BENEFITS	11,327,946	0	11,327,946	5,313,063	1,215,159	4,799,723	57.63%
53010	LEGAL SERVICES	213,500	0	213,500	198,162	2,200	13,138	93.85%
53050	CURRICULUM DEVELOPMENT	75,000	0	75,000	14,058	808	60,134	19.82%
53200	PROFESSIONAL SERVICES	2,020,502	0	2,020,502	457,950	1,194,451	368,101	81.78%
53201	MEDICAL SERVICES - SPORTS	30,500	0	30,500	10,833	0	19,667	35.52%
53210	TIME & ATTENDANCE SOFTWARE	10,500	0	10,500	0	0	10,500	0.00%
53220	IN SERVICE	118,560	0	118,560	30,694	210	87,656	26.07%
53230	PUPIL SERVICES	931,976	0	931,976	226,994	669,127	35,855	96.15%
53300	OTHER PROF/ TECH SERVICES	65,215	0	65,215	18,111	6,820	40,285	38.23%
53310	AUDIT/ACCOUNTING	45,000	0	45,000	45,000	0	0	100.00%
53500	TECHNICAL SERVICES	260,690	0	260,690	145,250	11,489	103,951	60.12%
53530	SECURITY SERVICES	206,163	0	206,163	42,198	163,965	0	100.00%
53540	SPORTS OFFICIALS SERVICES	110,000	0	110,000	48,363	0	61,637	43.97%
54101	CONTRACTUAL TRASH PICK UP	92,995	0	92,995	24,217	23,001	45,777	50.77%
54301	REPAIRS & MAINTENANCE	455,243	0	455,243	150,150	229,016	76,077	83.29%
54302	FIRE / SECURITY MAINTENANCE	2,500	0	2,500	1,203	0	1,297	48.11%
54303	GROUND MAINTENANCE	14,028	0	14,028	3,700	2,500	7,828	44.20%
54310	GENERAL REPAIRS	48,446	0	48,446	5,413	6,706	36,327	25.02%
54320	TECHNOLOGY RELATED REPAIRS	36,430	0	36,430	6,897	5,912	23,622	35.16%
54411	WATER	68,195	0	68,195	17,217	50,978	0	100.00%
54412	SEWER	22,900	0	22,900	22,294	0	606	97.35%
54420	LEASE/RENTAL EQUIP/VEH	228,541	0	228,541	71,530	79,844	77,167	66.24%
55100	PUPIL TRANSPORTATION - OTHER	106,250	0	106,250	9,536	93,764	2,950	97.22%
55101	PUPIL TRANS - FIELD TRIP	23,000	0	23,000	9,825	0	13,175	42.72%
55105	TRANSPORTATION - SUMMER	16,000	0	16,000	0	0	16,000	0.00%
55110	STUDENT TRANSPORTATION	4,560,865	0	4,560,865	1,326,258	3,142,181	92,427	97.97%
55190	STUDENT TRANSPORTATION PURCHAS	1,500	0	1,500	0	0	1,500	0.00%
55200	GENERAL INSURANCE	279,746	0	279,746	279,746	0	0	100.00%
55300	COMMUNICATIONS	48,668	0	48,668	12,450	36,218	0	100.00%
55301	POSTAGE	35,531	0	35,531	6,550	28,981	0	100.00%
55302	TELEPHONE	77,145	0	77,145	45,000	32,145	0	100.00%



EXPENDITURES

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
55400	ADVERTISING	5,000	0	5,000	240	1,895	2,865	42.70%
55505	PRINTING	51,372	0	51,372	27,410	1,850	22,112	56.96%
55600	TUITION	35,000	0	35,000	0	0	35,000	0.00%
55610	TUITION TO IN STATE DIST	796,641	0	796,641	156,684	274,890	365,067	54.17%
55630	TUITION TO PRIVATE SOURCES	1,540,697	0	1,540,697	273,566	1,094,287	172,844	88.78%
55800	TRAVEL	51,269	0	51,269	8,718	11,548	31,003	39.53%
56100	GENERAL INSTRUCTIONAL SUPPLIES	168,242	0	168,242	48,617	24,450	95,174	43.43%
56110	INSTRUCTIONAL SUPPLIES	415,078	0	415,078	161,425	45,098	208,556	49.76%
56120	ADMIN SUPPLIES	28,397	0	28,397	3,862	3,583	20,952	26.22%
56210	NATURAL GAS	194,960	0	194,960	25,452	169,508	0	100.00%
56220	ELECTRICITY	964,971	0	964,971	239,753	725,218	1	100.00%
56230	PROPANE	4,500	0	4,500	274	2,605	1,620	63.99%
56240	OIL	205,437	0	205,437	1,311	204,126	0	100.00%
56260	GASOLINE	33,246	0	33,246	2,617	23,091	7,538	77.33%
56290	FACILITIES SUPPLIES	308,111	0	308,111	104,465	138,397	65,249	78.82%
56291	MAINTENANCE COMPONENTS	15,000	0	15,000	1,883	2,559	10,558	29.61%
56292	UNIFORMS/ CONTRACTUAL	14,200	0	14,200	0	11,276	2,924	79.41%
56293	GROUNDKEEPING SUPPLIES	22,750	0	22,750	2,139	11,861	8,750	61.54%
56410	TEXTBOOKS	60,228	0	60,228	19,713	14,818	25,698	57.33%
56411	CONSUMABLE TEXTS	55,481	0	55,481	6,449	4,041	44,991	18.91%
56420	LIBRARY BOOKS	58,696	0	58,696	18,720	12,082	27,894	52.48%
56430	PERIODICALS	19,157	0	19,157	7,859	4,304	6,994	63.49%
56460	WORKBOOKS	13,916	0	13,916	10,705	855	2,356	83.07%
56500	SUPPLIES - TECH RELATED	44,346	0	44,346	13,596	1,054	29,696	33.04%
57340	COMPUTERS/TECH HARDWARE	14,100	0	14,100	6,375	3,694	4,031	71.41%
57345	INSTRUCTIONAL EQUIPMENT	8,140	0	8,140	2,788	440	4,912	39.66%
57400	GENERAL EQUIPMENT	49,683	0	49,683	13,909	1,825	33,949	31.67%
57500	FURNITURE AND FIXTURES	12,124	0	12,124	1,160	541	10,423	14.03%
58100	DUES & FEES	88,621	0	88,621	54,425	6,659	27,537	68.93%
EXPENDITURE TOTAL		64,933,325	0	64,933,325	18,357,595	37,040,055	9,535,675	85.31%



REVENUES

OBJECT	ACCOUNT DESCRIPTION	ORIGINAL BUDGET	TRANSFERS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	BALANCE	% USED
43103	EXCESS COSTS	-533,633	0	-533,633	0	0	-533,633	0.00%
43105	MEDICAID REIMBURSEMENT	-51,000	0	-51,000	-9,201	0	-41,799	18.04%
44105	FOI & FINGERPRINTING FEES	-1,900	0	-1,900	0	0	-1,900	0.00%
44705	BUILDING USE FEES	-55,000	0	-55,000	-5,871	0	-49,129	10.67%
44800	REGULAR ED TUITION	-104,725	0	-104,725	0	0	-104,725	0.00%
44822	SPECIAL ED TUITION	-18,200	0	-18,200	0	0	-18,200	0.00%
44860	ADMISSIONS/ATHLETIC GATE RECEIPTS	-25,400	0	-25,400	-2,000	0	-23,400	7.87%
44861	PARKING PERMIT FEES	-64,824	0	-64,824	-45,000	0	-19,824	69.42%
44862	SCHOOL MUSICAL TICKET SALES	-10,000	0	-10,000	0	0	-10,000	0.00%
49102	TRANSFER IN-OTHER	-27,951	0	-27,951	-6,759	0	-21,192	24.18%
REVENUE TOTAL		-892,633	0	-892,633	-68,832	0	-823,801	7.71%

GRAND TOTAL	64,040,692	0	64,040,692	18,288,763	37,040,055	8,711,874	86.40%
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BOE Capital Reserve Acct #43020000-10101

Total as of 9/30/19	679,928
19.20 Budget Approved 5 Year Capital Withdraw Approved by Board of Finance on 10/9/19	-352,500
Project close out & return to Capital Reserve - HPS Oil Tank	12,666
Project close out & return to Capital Reserve - Lillis Oil Tank	3,920
Total as of 11/13/19	344,014

Turf Field Replacement Acct #43020000-49510

CONTRIBUTION - <u>BOE 17.18 FYE BALANCE</u>	50,000
CONTRIBUTION - <u>BOE TEAM FEE'S & BANNERS</u>	8,735
TOTAL TURF FIELD REPLACEMENT FUNDS SENT FROM BOE TO TOWN (ANOTHER \$50,000 FROM BOE 18.19 FYE BALANCE WAS APPROVED BY BOARD OF FINANCE ON 10/9/19 AND IS AWAITING FINAL AUDIT BEFORE IT IS REFLECTED HERE)	58,735

THE FOLLOWING ITEMS CAN BE FOUND ON THE OPERATIONS WEB PAGE UNDER NOVEMBER 12, 2019

<http://www.newmilfordps.org/Default.asp?PN=MeetingSchedule&L=2&DivisionID=16980&DepartmentID=18012&LMID=754371>

10. DISCUSSION AND POSSIBLE ACTION

- B. Monthly Reports
 - 2. Purchase Resolution: D-728
 - 3. Request for Budget Transfers

THE FOLLOWING ITEMS CAN BE FOUND ON THE COMMITTEE ON LEARNING WEB PAGE UNDER NOVEMBER 5, 2019

<http://www.newmilfordps.org/Default.asp?PN=MeetingSchedule&L=2&DivisionID=16980&DepartmentID=18010&LMID=754327>

10. DISCUSSION AND POSSIBLE ACTION

- F. Western CT Coalition Mini Grant Survey

THE FOLLOWING COMMITTEE ON LEARNING ITEMS CAN BE PREVIEWED IN THE OFFICE OF THE ASSISTANT SUPERINTENDENT

10. DISCUSSION AND POSSIBLE ACTION

- G. Approval of the Following Curricula
 - 1. K-2 Library Media
 - 2. 3-5 Library Media
 - 3. 6-8 Library Media
 - 4. 9-12 Library Media
 - 5. Science Fiction CP
 - 6. Theater Workshop and Performance
 - 7. Experiencing Poetry
 - 8. Physics CP
 - 9. Physics Honors
 - 10. AP Microeconomics
 - 11. Introduction to Business
 - 12. Grade 6 Art
 - 13. Grade 7 Art
 - 14. Grade 8 Art
 - 15. Early Childhood
 - 16. Statistics CP

THE FOLLOWING ITEMS CAN BE FOUND ON THE FACILITIES WEB PAGE UNDER NOVEMBER 12, 2019

<http://www.newmilfordps.org/Default.asp?PN=MeetingSchedule&L=2&DivisionID=16980&DepartmentID=18011&LMID=754349>

10. DISCUSSION AND POSSIBLE ACTION

- H. Turf Field Follow up – Fees

THE FOLLOWING ITEMS CAN BE FOUND ON THE OPERATIONS WEB PAGE UNDER NOVEMBER 12, 2019

<http://www.newmilfordps.org/Default.asp?PN=MeetingSchedule&L=2&DivisionID=16980&DepartmentID=18011&LMID=754349>

11. ITEMS FOR INFORMATION AND DISCUSSION

- C. Budget Drivers

FOR SECOND REVIEW

COMMENTARY: The policy language closely tracks a statute in the criminal code – Conn. Gen. Stat. § 53a-217b – that concerns possession of a weapon on school grounds. The law specifies certain categories of people who can legally possess a firearm on school grounds. For instance, hunters traversing school property to get to a hunting area may carry unloaded firearms on school property. Also, motor vehicle inspectors are expressly allowed to carry firearms on school property.

Notably, the law permits “peace officers” to carry on school grounds while engaged in the performance of their duties. State and local police, corrections officers, judicial marshals, etc. are considered “peace officers”. The key part of the law here is that a peace officer is only allowed to carry a firearm on school grounds if carrying on school grounds is in the performance of their duties. An off-duty police officer picking their son or daughter up from school who has their firearm on them would technically be breaking the law and the policy (if they carried in knowing violation of the law). The same would apply to a retired police officer, but it should be noted that a retired police officer or other official who is working as a security guard and has a license to carry a firearm would not be violating the law or the policy because carrying the weapon would presumably be pursuant to an agreement to serve as a security guard.

Public Act 19-108 makes a technical change that designates certified Department of Motor Vehicle vehicle inspectors as “peace officers” for purposes of Conn. Gen. Stat. § 53a-3. As a result of this change, it is appropriate to remove the specific reference to motor vehicle inspectors below and replace it with the reference to “peace officers.” The new law becomes effective October 1, 2019.

1700(a)

Community Relations

Possession of Firearms on School Property Prohibited

The New Milford Board of Education prohibits all persons who are in possession of a firearm from entering school property, except those persons specifically authorized to do so by state or federal law and in accordance with the provisions of this policy. This prohibition includes individuals who are otherwise in lawful possession of an unloaded firearm and traversing school property for the purpose of gaining access to lands open to hunting or other lawful purposes. The prohibition does not apply to ~~police officers on duty~~ ; or ~~on duty peace officers as that term is defined under Subdivision (9) of Section 5a-3 of the General Statutes, or to on duty~~ qualified school resource officers who are authorized by the Board to carry a weapon in furtherance of their duties ~~or state motor vehicle inspectors while engaged in performance of their official duties.~~

Students are prohibited by the Board of Education from possessing firearms for any reason, whether otherwise lawful or not, in or on the real property comprising the public or private elementary or secondary school or at a school sponsored activity as defined in Subsection (h) of Section 10-233a.

Community Relations

Possession of Firearms on School Property Prohibited

(cf. 5114 - Suspension/Expulsion/Exclusion/Removal)

Legal Reference: Connecticut General Statutes

29-28 Permit for sale at retail of pistol or revolver. Permit to carry a pistol or revolver. Confidentiality of name and address of permit holder.

29-33 Sale, delivery or transfer of pistol and revolvers. Documentation requirements. Waiting period. Exempted transactions. Penalty.

53a-3 Definitions.

53a-217b Possession of a weapon on school grounds. Class D felony.

~~Public Act 16-55: An Act Concerning Recommendations by the Department of Motor Vehicles Regarding Hazardous Materials, Car Dealers, Electronic Registration, Student Transportation Vehicle Operators, Diversion Programs, Motor Vehicle Inspectors and Minor Revisions to the Motor Vehicle Statutes~~

Public Act 19-108 An Act Concerning Motor Vehicle Inspectors as Peace Officers

Policy adopted:
Policy revised:
Policy revised:

May 7, 2001
May 13, 2014
October 18, 2016

NEW MILFORD PUBLIC SCHOOLS
New Milford, Connecticut

FOR SECOND REVIEW

COMMENTARY UPDATE: Several slight updates have been made to the draft policy since First Review by the BOE in light of research for supporting regulations, forms, etc. First, while there is very limited case law on this topic, a 2015 federal court case out of Florida – Alboniga v. School Board of Broward County Florida, 87 F.Supp.3d 1319 (2015) – suggests that requiring proof of vaccinations or immunizations that go beyond state law before a service animal may be brought on school grounds is a violation of the ADA. While this case is not binding on Connecticut, it suggests that the District should be careful before imposing any documentation requirements for service animals that go beyond state law. Under Connecticut law, owners of dogs 6 months or older must ensure that the dog is licensed and has had a rabies vaccine. Interestingly, no other forms of vaccination are required even though some may be recommended. As such, legal has revised the draft to conform with state law.

In addition, guidance from the US Department of Justice Civil Rights Division states that requiring the owner/handler of a service animal to have an identifying vest, leash, etc. on the service animal violates the ADA. As such, legal has removed language to that effect from the prior draft policy.

1800(a)

Community Relations

Animals on School Property

Due to health, safety, sanitation and classroom disruption concerns, the New Milford School District does not permit animals on school grounds except in accordance with this policy.

I. In General

Animals are permitted on school property when (1) permitted by law (e.g., service animals, law enforcement animals), or (2) when approved by the Superintendent of Schools or his or her designee. When making decisions regarding the **voluntary** admission of animals on school property **that are not otherwise permitted by law**, the Superintendent or designee shall consider the impact on educational programming and take into consideration the type of animal, the threat to students who may have allergies, and the safety of the students. Animals permitted on school property must be immunized ~~against diseases common to the specific type of animal~~ **in accordance with Connecticut law** and proof of immunization must be provided upon request.

II. Service Animals

An individual with a disability is permitted to be accompanied by a service animal on school property as required by law, subject to the conditions of this policy.

Community Relations

Animals on School Property

A “service animal” means a dog (regardless of breed or size) or miniature horse that has been individually trained to do work or perform tasks for the benefit of an individual with a disability, including a physical, sensory, psychiatric, intellectual, or other mental disability. Other species of animals, whether wild or domestic, trained or untrained, are not service animals for the purposes of this definition. The work or tasks performed by a service animal must be directly related to the individual’s disability. The provision of emotional support, comfort or companionship are not “work or tasks” for purposes of this policy.

A. Requirements That Must Be Satisfied Before A Service Animal Will Be Permitted On School Property

Request: A student, staff member or community member who needs to be accompanied by a service animal on school property in order to accommodate his or her disability should notify the Superintendent of Schools or his or her designee before the animal is brought onto school property. The Superintendent or his or her designee may then ask whether the animal is required because of a disability and what work or tasks the animal has been trained to perform unless the work or tasks the animal is trained to perform are readily apparent.

Once the Superintendent or designee has received such notification, he or she will notify appropriate District personnel and vendors (school principal, bus company, etc.) of the presence of the service animal. Such requests should be renewed each school year.

Health and Vaccination: The service animal must be in good health and must be vaccinated, ~~and immunized~~ **and licensed in accordance with Connecticut law**, ~~against diseases common to that type of animal. All service animals must be kept free from fleas, ticks and other pests. Each school year the owner or handler of the animal must submit to the Superintendent or his or her designee a current veterinary health certificate and documentation from a licensed veterinarian that verifies that the service animal’s vaccinations and immunizations are current.~~ **Proof of necessary vaccination, immunization and licensure must be produced by the requesting student, staff member or community member.**

Control: A service animal must be under the control of his or her handler at all times. ~~The~~ **A** service animal ~~must~~ **shall** have a harness, ~~(for guide dogs), a backpack, a vest identifying the dog as a trained service dog, a leash, (blaze orange in color) for hearing dogs, or other tether, unless either~~ the handler is unable because of a disability to use a harness, ~~backpack, vest, leash, or other tether,~~ or the use of a harness, ~~backpack, vest, leash, or other tether~~ would interfere with the service animal’s safe, effective performance of work or tasks, in which case the service animal must be otherwise under the handler’s control **(e.g. voice control, signals, or other effective means).**

Community Relations

Animals on School Property

B. Miniature Horses

The District will make reasonable modifications to its policies, practices, and procedures to permit the use of a miniature horse by an individual with a disability if the miniature horse has been individually trained to do work or perform tasks for the benefit of the individual with a disability. In determining whether reasonable modifications to any policies, practices, and procedures should be made to allow a miniature horse into a specific facility, the District shall consider the following factors:

1. The type, size, and weight of the miniature horse and whether the facility can accommodate these features;
2. Whether the handler has sufficient control of the miniature horse;
3. Whether the miniature horse is housebroken; and
4. Whether the miniature horse's presence in a specific facility compromises legitimate safety requirements that are necessary for safe operation.

All additional requirements outlined in this policy, which apply to service animals, shall apply to miniature horses.

C. Supervision and Care of Service Animals

The owner or handler of a service animal is responsible for the supervision and care of the animal, including any feeding, exercising, and clean up. However, these issues may be addressed by the 504 PPT team where appropriate based on the individual needs of a student.

D. Damages to School Property

The owner or handler of a service animal shall be held solely responsible in the event that a service animal damages or destroys school property or causes injury to personnel, students, or others.

E. Removal of Service Animals from School Property

The Superintendent of Schools or his or her designee may require an individual with a disability to remove a service animal from school property under the following circumstances:

1. The animal is out of control and the animal's handler does not take effective action to control it;

Community Relations

Animals on School Property

2. The animal is not housebroken;
3. The presence of the animal poses a direct threat to the health or safety of others; or
4. The presence of an animal would require a fundamental alteration to the service, program, or activity of the school-division **District**.

If the service animal is removed, the individual with a disability shall be provided with the opportunity to participate in the service, program, or activity without the service animal.

F. Health and Safety Concerns

If the presence of the service animal poses a health or safety risk to another member of the school community, as documented by a medical practitioner, the District will weigh the needs of all the parties and put together a plan to provide reasonable accommodations. Such accommodations may include the transfer of one of the individuals, or the exclusion of the service animal if the animal's presence poses an unwarranted threat to the health, safety and well-being of anyone who will come in contact with the service animal. Generally, allergies that are not life threatening are not a valid reason for prohibiting the presence of a service animal.

III. Non-Service Animals

A. The Use of Animals for Instructional Purposes

A non-service animal may be brought onto school grounds for instructional purposes **or** where the presence of the animal directly supports learning strategies or the achievement of the objectives of an approved educational program. Under no circumstances shall animals that pose actual or potential safety risks and health risks to students **and** **or** employees be allowed in schools or classrooms.

The following protocols must be met before an animal or animals may be brought onto school grounds for instructional purposes:

1. The appropriate building principal must approve the use of the animal for instructional purposes;
2. Prior to allowing the animal on school grounds, steps are taken to ensure that students and employees are not allergic to the presence of the animal or animals, and that the animal(s) will present no physical danger to students or employees, and that the animal(s) are free from any disease or parasite;

Community Relations

Animals on School Property

3. Prior to introducing any animal into classrooms or using any animal as part of the educational program, teachers shall make all efforts to ensure that students receive instruction in the proper care and handling of animals;
4. When animals are allowed in schools and classrooms, they shall be housed in suitable, sanitary, self-contained enclosures appropriate to the size of the animal. Animals shall not be allowed to roam freely in the classroom or school;
5. The sponsor of any animal must ensure that the animal's enclosure(s) is kept in a sanitary condition and that waste is properly disposed of.

B. Animals Brought onto School Grounds by Vendors

Outside vendors, contractors, or providers ("vendors") offering to bring animals onto school property to enhance educational programs must provide the District with the following prior to bringing any animals onto school property:

1. A Certificate of Insurance evidencing the vendor's insurance coverage in connection with the animal(s), including commercial general liability ("CGL") insurance policy coverage in the amount of \$1,000,000 per occurrence and \$2,000,000 general aggregate naming the New Milford Board of Education and the Town of New Milford, and their elected officials, employees, agents and volunteers as additional insureds.
2. An indemnification agreement in which the vendor agrees to indemnify, defend and hold harmless the New Milford Board of Education and the Town of New Milford, and their elected officials, employees, agents and volunteers from any claims, damages, suits, actions, liabilities and costs of any kind or nature, including attorneys' fees, arising from or caused by the provision of any services, the failure to provide any services or the use of any services or materials furnished (or made available) by the vendor, provided that such liability is not attributable to the Town's or District's School sole negligence.

C. Pet Dogs on School Grounds

The New Milford School District shall post signs advising the public that ~~no~~ dogs are **not** allowed on school property. If a dog is allowed to walk or roam on school grounds, the proper authorities will be called.

Community Relations

Animals on School Property

D. Unique Circumstances or Requests

Circumstances or requests requiring special consideration shall be reviewed by the Superintendent of Schools in consultation with appropriate District personnel.

Legal Reference:

42 U.S.C. § 12132 Americans with Disabilities Act (ADA)
28 C.F.R. § 35.130(b)(7) General Prohibitions Against Discrimination
28 C.F.R. § 35.136 Service Animals
28 C.F.R. § 36.104 Definitions

U.S. Department of Justice, Civil Rights Division, Disability Rights Section, *Frequently Asked Questions about Service Animals and the ADA*, July 2015

Connecticut General Statutes
22-338 Licensing of dogs. Fees. Rabies certificate. Exemptions.
22-339b Rabies vaccination required for dogs and cats. Exemption from rabies vaccination. Rabies vaccination exemption certificate. Veterinarian appeal. Penalty.
22-339c Certificate of rabies vaccination.
46a-42 "Mobility impaired persons" defined
46a-44 Access of guide and assistance dogs to modes of public transportation and in places of public accommodation. Intentional interference with guide or assistance dogs or trainers or blind, deaf or mobility impaired persons

Policy adopted: _____

NEW MILFORD PUBLIC SCHOOLS
New Milford, Connecticut

Instruction

Graduation Requirements

Pathways for the NMHS Graduate

Two Year College/Career Ready Pathway: Minimum requirement is a high school diploma and attainment of the distribution of credits as prescribed. It is recommended that the student take the most personally challenging course load during their high school tenure and integrate work in the field whenever possible (internships, job shadowing, work, etc.)

Four Year College Pathway: Minimum requirement is a high school diploma and attainment of the distribution of credits as prescribed. Most four-year colleges require that the graduate take four credits in English and math, three credits in science and social studies, and at least two credits in a world language.

Highly Competitive Colleges Pathway: Minimum requirement is a high school diploma and attainment of the distribution of credits as prescribed. Most highly competitive colleges require that the graduate take four credits in English, math, science and social studies, and at least three credits in a world language. It is also highly encouraged that the level of these courses be at the Advanced Placement level and at the very least honors level when available.

To graduate from the New Milford Public Schools, a student must earn a minimum number of credits, fulfill credit distribution requirements and meet district performance standards.

I. Academic credit distribution requirements

A. Students must complete the following credits:

Year of Graduation 2019-22 20	4.0	English
	4.0	Mathematics
	3.0	Social Studies (including 0.5 credit in civics and 1 credit for U.S. history)
	3.0	Science
	2.0	Physical Education
	1.0	Arts (Fine or Practical)
	0.5	Health
	8.5	Electives (including 0.5 in humanities and 0.5 in Financial Literacy)
	26.0 TOTAL CREDITS	

Instruction

Graduation Requirements

Year of Graduation 2019-21-22	4.0	English
	4.0	Mathematics
	3.0	Social Studies (including 0.5 credit in civics and 1 credit for U.S. history)
	3.0	Science
	2.0 1.0	Physical Education
	1.0	Arts (Fine or Practical)
	0.5	Health
	8.5	Electives (including 0.5 in humanities and 0.5 in Financial Literacy)
		26.0 25.0 TOTAL CREDITS

Commencing with the Class of 2023:

Humanities Cluster: 9 Credits

- No less than 3 credits in English
 - English I, II, III/AP (3 Credits)
- No less than 3 credits in Social Studies
 - Must include 1.0 credit in US History and 0.5 credit in Civics)
 - 1.5 additional credits in Social Studies (See Program of Studies)
- 3 additional credits of student choice (additional English, Social Studies, Level 4 or above in World Language, Art History, History of Jazz, History of American Musical Theater etc.)

STEM Cluster: 9 Credits

- No less than 3 credits in Science
 - Integrated Science, Biology, Chemistry (3 Credits)
- No less than 3 credits in Math (See Program of Studies)
 - Maximum of 1 credit awarded for successful completion (B-/80) of Geometry taken at the middle school
- 3 additional credits of student choice (additional Science, Math, Tech. Ed., Intro to Business, Computer Literacy, Business Computer Applications, Website Design I&II, Intro to Computer Programming, AP Computer Science A, AP Computer Science Principles etc.)

Health & Wellness Cluster: 2 Credits

- 1 credit in Physical Education
- 1 credit in Health & Safety Education
 - Must include 0.5 credit in Health 1
 - Additional 0.5 credit of student choice (*Health 2, Allied Health, Medical Technology, Emergency Medical Technician, Sports Medicine, Early Childhood, Child Development etc.)

Instruction

Graduation Requirements

Commencing with the Class of 2023:

World Language Cluster: 1 Credit <ul style="list-style-type: none"> ● 1 credit of any World Language course at New Milford High School <ul style="list-style-type: none"> ○ 1 credit awarded for successful completion (B-/80) of Part A & Part B of the same World Language course from grades 7 & 8 (Not including Conversational World Language Courses)
Electives Cluster: 3 Credits <ul style="list-style-type: none"> ● 1 credit in Practical or Fine Arts (See Program of Studies) ● 0.5 credit in Personal Finance - Required by state law ● 1.5 additional credits of student choice
Mastery Based: 1 Credit <ul style="list-style-type: none"> ● 0.5 Credit in Assured Skills Experiences ● 0.5 Credit in Assured Content Experiences
25.0 TOTAL CREDITS

II. Exemptions, modifications, and accommodations

- A. If a physician or advanced practice registered nurse certifies in writing that the physical education requirement is medically contraindicated because of the physical condition of the student, this requirement may be fulfilled by an elective.
- B. Exemptions: modifications and accommodations of graduation requirements will be made for any student with a disability as determined by the planning and placement team or 504 team.
- C. A maximum of two credits (1 credit in Geometry and 1 credit in World Language) may be granted for successful completion of courses taken at the middle school level that align with the high school curriculum.
- D. The Board may permit a student to graduate during a period of expulsion pursuant to Connecticut General Statutes 10-233d if the Board determines that the student has satisfactorily completed the necessary credits for graduation.
- E. In accordance with state law, the Board of Education may award a high school diploma to a veteran of World War II, the Korean hostilities, or the Vietnam Era who left high school to serve in the armed forces and did not receive a diploma as a consequence of such service as well as any person who withdrew from high school prior to graduation to work in a job that assisted the war effort during World War II, did not receive a diploma as a consequence of such work and has resided in the state for at least fifty consecutive years.

Instruction

Graduation Requirements

Early Graduation

Students may finish in six semesters provided all graduation requirements have been satisfied. Any student interested in being considered for early graduation must notify his/her counselor of his/her intentions no later than the end of the student's fifth semester. Students applying for early graduation must obtain the Early Graduation Policy statement and related application form from the Guidance Office and take course no. 990.

Course No.	Course	Prerequisites
990	Early Graduation	By Special Arrangement Only

(cf. 5121 - Examination/Grading/Rating)
 (cf. 5123 - Promotion/Acceleration/Retention)
 (cf. 6111 - School Calendar)
 (cf. 6141.4 – Independent Study)
 (cf. 6146.2 – Statewide Proficiency/Mastery Examinations)
 (cf. 6172.6 – Virtual/Online Courses/College/University Courses)

Legal reference:	Connecticut General Statutes
10-14n	State-wide mastery examination
10-161	Establishment of graduation date
10-18	Courses in United States history, government and duties and responsibilities of citizenship
10-19	Teaching about alcohol, nicotine or tobacco, drugs and acquired immune deficiency syndrome
10-221a	High school graduation requirements
10-223a	Promotion and graduation policies. Basic skills necessary for graduation, assessment process
Public Act No. 17-42	An Act Concerning Revisions to the High School Graduation Requirements

Policy adopted:	June 10, 2003	NEW MILFORD PUBLIC SCHOOLS
Policy revised:	June 27, 2005	New Milford, Connecticut
Policy revised:	June 8, 2010	
Policy revised:	October 11, 2011	
Policy revised:	September 10, 2013	
Policy revised:	October 8, 2013	
Policy revised:	May 21, 2019	

Approved Field Trips November 2019

	A	B	C	D	E	F	G	H	I
1	<u>School</u>	<u>Grade/Dept.</u>	<u>Trip Date</u>	<u>Day(s) of the Week</u>	<u># of Students</u>	<u># of Adults</u>	<u>Destination</u>	<u>Subs</u>	<u>Student Cost</u>
2	SNIS	3	12/3/2019	Tuesday	150	3	NM Senior Center /Chorus Holiday Concert	3	\$0.00
3	NMHS	10-12	11/21/2019	Thursday	10	2	CIAC Sportsmanship Conference/Michael's Cup Aw	1	\$0.00
4	NES	2	05/19/20	Tuesday	140	14	Ridgefield Playhouse: Charlotte's Web	0	0.00 (PTO)
5	NMHS	9-12	11/7/19	Thursday	36	1	HPS: Wind Ensemble Veteran's Day Performance	0	\$0.00
6	NMHS	9-12	02/29/20	Saturday	8	1	Horace Greely HS/Team Waramaug	0	\$0.00
7	NMHS	9-12	1/11/20	Saturday	8	1	Horace Greely HS/Team Waramaug	0	\$0.00
8	NMHS	9	4/29/20	Wednesday	100	10	Shubert Theater/To Kill a Mockingbird	4	\$95.30
9	NMHS	09-12	4/15-4/19/20		100	10	Festival Disney/Band performance at competition	0	\$1,700.00
10	NMHS	11-12	11/20/19	Wednesday	23	2	Garner Correctional Facility/Forensic Pyschology	2	\$18.00
11	NMHS	11-12	11/1/19	Friday	10	1	HOSA/Health Occupation Students of America) Leadership Conference NVCC	1	\$0.00

<p style="text-align: center;">ITEM OF INFORMATION NEW REGULATION</p>
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COMMENTARY: This regulation and the attached forms are not mandated by law but are designed to facilitate Board Policy #1800.

1800(a)

Community Relations

Animals on School Property

I. Service Animal Requests

Requests to utilize a service animal on school grounds shall be administratively processed by the Superintendent of Schools or his or her designee in accordance with Board Policy #1800 and this regulation. Upon being apprised of a service animal request, or learning of a student, staff member or community member's need or potential need for the assistance of a service animal on school grounds, the Superintendent, or his or her designee, shall communicate with the student's parent(s)/guardian(s), staff member or community member regarding the procedures set forth in Board Policy #1800 and this regulation. The student's parent(s)/guardian(s), staff member or community member shall be provided with a copy of the attached Appendix A – Service Animal Request Form.

Upon receipt of a completed Service Animal Request Form and supporting documentation the Superintendent or designee shall review the supporting documentation to determine:

- A. Whether the service animal has been properly licensed, and;
- B. Whether the service animal has had all vaccinations and immunizations required by law (e.g. all dogs six months or older must receive rabies vaccination).

If the Service Animal Request Form has been properly completed and the supporting documentation provided by the requesting party establishes that the animal has been properly licensed and has received all required vaccinations required by law the request shall be approved subject to the conditions for removal of a service animal from school property set out in Board Policy #1800.

II. Service Animal Management Plan

Upon approval of a service animal request, the Superintendent or his or her designee may work with the requesting party to develop a service animal management plan if the animal will be on school grounds for an extended period of time. The attached Appendix B – Service Animal Management Plan may be used for this purpose. Once completed, a copy of the Management Plan will be signed by the applicable school principal or administrator and shared with appropriate District personnel to ensure that the service animal is appropriately integrated into the school setting.

Community Relations

Animals on School Property

III. School Community Notification

Where appropriate, the Superintendent or his or her designee shall be responsible for notifying school community members that a service animal has been approved to be on school property. Proper notification procedure shall be assessed on a case-by-case basis and care will be taken to only notify community members (staff, students, parents, etc.) who have a legitimate "need to know" that the service animal will be on school grounds. In assessing proper notification procedures, the Superintendent or designee should review student health and Section 504 plans as necessary as well as any student health records that would indicate the presence of a severe allergy to the service animal.

IV. Non-Service Animal Requests

Requests to bring a non-service animal on school grounds shall be administratively processed by the Superintendent of Schools or his or her designee in accordance with Board Policy #1800 and this regulation. A copy of the attached Appendix C – Non-Service Animal Request Form shall be completed by the requesting party and submitted to the Superintendent or designee along with all necessary documentation evidencing the animal's license and vaccination and immunization records along with evidence of necessary insurance coverage where required by Board policy.

V. Records

Records of service animal and non-service animal requests shall be maintained in the office of the Superintendent of Schools. Such records shall be kept for the periods required under applicable State records' retention schedules.

Regulation adopted: _____

NEW MILFORD PUBLIC SCHOOLS
New Milford, Connecticut

APPENDIX A**NEW MILFORD PUBLIC SCHOOLS
SERVICE ANIMAL REQUEST FORM**_____
Date_____
School Building_____
☐ Staff ☐ Student ☐ Other
Person assisted by animal_____
Parent(s)/Guardian(s)_____
Animal Owner_____
Handler (if not person with disability)Type of Animal: ☐ Dog ☐ Miniature Horse

Name of Animal: _____

If it is not readily apparent that the animal qualifies as a "service animal," please answer the following questions:

Is use of the animal required because of a disability? ☐ Yes ☐ No

What work or task has the service animal been trained to perform?

I have attached the following documentation:☐ Proof of current licensure☐ Proof of current vaccinations and immunizations from a licensed veterinarian

I have read and understand the Board of Education's Policy #1800 Animals on School Property. I agree to abide by the terms of that Policy. I understand that if the service animal is out of control, not housebroken, presents a direct and immediate threat to others in the school, or fundamentally alters the nature of the service, program, or activity that cannot be eliminated by reasonable modifications; the school district may exclude or remove my service animal from its property.

I agree to be responsible for any damage to school property or injury to personnel, students, or others caused by the animal. I agree to indemnify, defend, and hold harmless the school district from and against any and all claims, actions, suits, judgments and demands brought by any party arising on account of, or in connection with, any activity of or damage caused by my service animal.

Owner Signature Date_____
Parent/Guardian Signature Date_____
Assisted Person's Signature Date_____
Handler Signature Date**APPROVAL**_____
School Official Signature_____
Date

Printed Name: _____

Title: _____

Note: This form is valid until the end of the current school year. It must be renewed prior to the start of each subsequent school year or whenever a different service animal will be used.

APPENDIX B

**NEW MILFORD PUBLIC SCHOOLS
SERVICE ANIMAL MANAGEMENT PLAN**

Name of Requesting Student, Staff Member or Community Member: _____

School/Site: _____

Name of Service Animal: _____

Water needs: (E.g. provisions of a water bowl, procedures for use, clean up, etc.)

Dietary Needs:

Bladder/Bowel Needs of the Service Animal: (e.g. frequency, location, disposal, etc.)

Other considerations:

- 1) Rest periods away from work:
- 2) Hot Weather:
- 3) Winter Weather:
- 4) Other considerations:

Signature of parent/guardian(s): _____ Date: _____

Signature of parent/guardian(s): _____ Date: _____

Signature of Principal/Applicable Administrator: _____ Date: _____

APPENDIX C

NEW MILFORD PUBLIC SCHOOLS
NON-SERVICE ANIMAL REQUEST FORM

Date

School Building

Requesting Person

Animal Owner

Handler

Type of Animal: _____

Name of Animal: _____

Please explain the purpose of bringing the animal on to school grounds:

I have attached the following documentation:

- ☐ Proof of current licensure
- ☐ Proof of current vaccinations and immunizations from a licensed veterinarian
- ☐ Proof of certificate of insurance

I have read and understand the Board of Education's Policy #1800 Animals on School Property. I agree to abide by the terms of that Policy. I agree to be responsible for any damage to school property or injury to personnel, students, or others caused by the animal. I agree to indemnify, defend, and hold harmless the school district from and against any and all claims, actions, suits, judgments and demands brought by any party arising on account of, or in connection with, any activity of or damage caused by my service animal.

Owner Signature Date

Parent/Guardian Signature Date

Assisted Person's Signature Date

Handler Signature Date

.....
APPROVAL

Principal Signature

Date

**New Milford Board of Education
Policy Sub-Committee Minutes
November 5, 2019
Lillis Administration Building, Room 2**

Present: Mrs. Tammy McInerney, Chairperson
Mr. Joseph Failla
Mrs. Wendy Faulenbach
Mr. J.T. Schemm

Also Present: Dr. Kerry Parker, Superintendent of Schools
Ms. Alisha DiCorpo, Assistant Superintendent of Schools
Mrs. Laura Olson, Director of Pupil Personnel and Special Services
Mr. Greg Shugrue, Principal, New Milford High School

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NEW MILFORD, CT

1.	Call to Order The meeting of the New Milford Board of Education Policy Sub-Committee was called to order at 6:45 p.m. by Mrs. McInerney.	Call to Order
2.	Public Comment • There was none.	Public Comment
3.	Discussion and Possible Action A. Policy for Review: 1. 6146 Graduation Requirements • Mr. Shugrue distributed a handout detailing the current PE and Health requirements, and sections offered. He said when the policy was changed last year to align with PA 17-42, the PE credit was lowered to 1.0 credit and the Health requirement was raised to 1.0 credit. As a result, NMHS does not have enough staff currently to meet the demand. His solution is to amend the policy to reduce the PE requirement from 2.0 credits to 1.0 credit for the class of 2021 and 2022. This would still meet the state requirement. Otherwise, two PE/Health teachers will need to be hired to meet the demands of additional Health sections. He said students can still take PE as an elective if they are interested.	Discussion and Possible Action A. Policy for Review: 1. 6146 Graduation Requirements

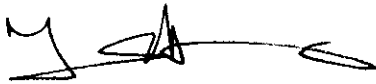
	<ul style="list-style-type: none"> • Dr. Parker said this is a two-year problem only and any newly hired teachers will not be needed after that. • Mr. Shugrue said he did not realize the issue of the two-year bump until he started schedule building in June, after the policy was approved. • Mrs. McInerney said she is concerned that a reduction will result in more study halls for students. Mr. Shugrue said hopefully students would choose to pick up a different elective. • Mrs. Faulenbach noted that students have often struggled to get electives in the past. She said what's done is done and she thinks it is best to fix this while we can. She is not in favor of adding staff for two years. • Mr. Failla said he is not keen on reducing credits in PE as he has a philosophical issue with less physical activity for students, but he understands the need to make the reduction, saying it is an easy solution to the problem. <p>Mrs. McInerney moved to bring Policy 6146 Graduation Requirements to the Board for first review, seconded by Mr. Schemm.</p> <p>The motion passed unanimously.</p>	<p>Motion made and passed unanimously to bring Policy 6146 Graduation Requirements to the Board for first review.</p>
<p>4.</p> <p>A. Regulation</p> <p>1. 1800 Animals on School Property</p> <ul style="list-style-type: none"> • Mrs. Faulenbach said she was thankful to see this regulation, which she requested. • Dr. Parker said she appreciated the good work done by legal to provide details and forms for implementing this new initiative. She said as a result of the research done for the regulation, legal is recommending additional adjustments to the policy. These adjustments will show up at the Board's second review. • Mrs. Faulenbach said she was curious whether 	<p>Discussion</p> <p>A. Regulation</p> <p>1. 1800 Animals on School Property</p>	

	<p>or not the handler must have coverage on their home insurance. She also wonders how this policy will affect the district's CIRMA coverage.</p> <ul style="list-style-type: none"> • Mr. Schemm said the policy says the handler is responsible for all damage. • Mr. Failla said regardless, potential lawsuits can't be prevented. • Mr. Schemm noted that privacy is a concern with regards to rights under special education and 504. He also suggested that the type of licensing might be further clarified. • Mrs. Faulenbach asked that the regulation be added as an item of information for the full Board agenda. • Dr. Parker said the regulation gives procedures for allowing the use of a therapy dog as part of an approved program. • Mrs. Olson said the use of a service animal is a legal requirement. Any non-service animal would be used in a therapeutic program. • Ms. DiCorpo said she has concerns with the allergy piece, since not all parents report all allergies. Dr. Parker said they would address this on a case by case basis for both service and non-service animals. • Mr. Schemm said he was glad to see the district being proactive with the policy and regulation. 	
B.	<p>9000 Series Review:</p> <ol style="list-style-type: none"> 1. 9000 Role of the Board and Member (Powers, Purposes, Duties) 2. 9005 Role of the Board and Its Members (Integrity) 3. 9010 Limits of Authority 4. 9012 Legal Responsibilities of Boards of Education 5. 9020 Public Statements <ul style="list-style-type: none"> • Mrs. McInerney said this month begins the review of the 9000 series. • Mr. Schemm asked why the review was beginning at a time that the Board was changing. 	<p>B. 9000 Series Review:</p> <ol style="list-style-type: none"> 1. 9000 Role of the Board and Member (Powers, Purposes, Duties) 2. 9005 Role of the Board and Its Members (Integrity) 3. 9010 Limits of Authority 4. 9012 Legal Responsibilities of Boards of Education 5. 9020 Public Statements

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| <ul style="list-style-type: none">• Mrs. Faulenbach said the series will take months to go through so the new Board will have time to give input.• Mrs. McInerney opened discussion on policy 9000. She said, on page 9000(a), she thought numbers 1 and 6 could be consolidated.• Mrs. Faulenbach said she thinks number 1 references the fiscal operations piece while number 6 pulls out educational interests specifically.• Mrs. Faulenbach suggested that number 5 should include a reference to MOUs, since they are contracts that need to be approved by the full Board.• Mr. Failla suggested adding the language “to include, but not limited to MOUs” for specificity.• Mr. Schemm suggested adding bracketed examples.• Mrs. Faulenbach said this policy helps guide future actions and defines Board duties according to statute. She asked what the protocol is for the Board to follow if there is a concern that a member is not following the guidelines.• Dr. Parker asked if Mrs. Faulenbach was referring to self-regulation on the part of the Board.• Mr. Schemm said censure is an option.• Mr. Failla said he did not think a Board member could be removed, since they are elected officials.• Mrs. Faulenbach said she is looking to tighten what we do here. She said Board members must act as one entity, not as individuals. She said the Board should hold themselves to a high standard.• Mr. Schemm suggested grievances could be aired in executive session if properly warned.• Mrs. Faulenbach said perhaps a Board seminar or workshop format would be helpful.• Additional policies were not discussed due to | |
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	time constraints. They will be added to future agendas.	
5.	Public Comment <ul style="list-style-type: none">• There was none.	Public Comment
6.	Adjourn Mr. Schemm moved to adjourn the meeting at 7:32 p.m. seconded by Mr. Failla and passed unanimously.	Adjourn Motion made and passed unanimously to adjourn the meeting at 7:32 p.m.

Respectfully submitted:



Tammy McInerney, Chairperson
Policy Sub-Committee

**New Milford Board of Education
Committee on Learning Minutes
November 5, 2019
Lillis Administration Building, Room 2**

Present: Mr. J.T. Schemm, Chairperson
Mrs. Angela C. Chastain
Mr. Bill Dahl
Mrs. Tammy McInerney

Also Present: Dr. Kerry Parker, Superintendent of Schools
Ms. Alisha DiCorpo, Assistant Superintendent of Schools

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NEW MILFORD, CT

1.	Call to Order The meeting of the New Milford Board of Education Committee on Learning was called to order at 7:33 p.m. by Mr. Schemm. Mr. Schemm said this is a robust agenda. He thanked Ms. DiCorpo for working through the sixteen curriculums to help remove the backlog for the new Board.	Call to Order
2.	Public Comment <ul style="list-style-type: none"> There was none. 	Public Comment
3.	Presentation A. Social and Emotional Learning <ul style="list-style-type: none"> Ms. DiCorpo said the district started purposeful play four years ago in the area of social and emotional learning (SEL). Since then, SEL has broadened to other initiatives. The curriculum for the Choose Love Movement was introduced at the Wellness Committee last year and has been adopted K-8 this year. It is presented through guidance counselors and by Dr. Tomasello. The program teaches four character values and SEL skills that help to cultivate compassion, connection, optimism, personal responsibility and resiliency. There are also parent handouts to reinforce student learning. At the high school level, the NAMES program is being discontinued. The Wingman program will be rolled out beginning next week. Ms. DiCorpo shared a video about the program, which is a student to student support initiative: 	Presentation A. Social and Emotional Learning

	<p>https://www.dylanswingsofchange.org/. Founder Ian Hockley spoke at the last faculty meeting. Ms. DiCorpo wrote the program into the Title IV grant, including the Youth Agency if they wish. Over 220 student nominations have been received from faculty. The pool will be narrowed down to 96 students who will be trained over two days. Mr. Shugrue has shared information in a parent letter and will present to PTO shortly. The program is being launched with the Behavior and Attitudes Survey results in mind. Those results will be presented to high school faculty on November 12. On November 14, Ian Hockley will present to students during the day and to parents at night.</p> <ul style="list-style-type: none">• Mr. Dahl asked if there was any thought to connecting the program to grade 8, since the older students could be powerful role models. Ms. DiCorpo said perhaps eventually. Right now they are focused on training and implementation.• Mr. Dahl asked if there is any outside community involvement because he thinks that can be a very valuable resource. Ms. DiCorpo said right now it is school based with the goal of starting a common language with the community.• Dr. Parker agreed with Mr. Dahl that it is important to have a voice in partnership with Town agencies. She feels this is a growing area and gave as an example the opioid task force.• Mr. Schemm said other programs such as NAMES and Refuse to Lose were long lasting and successful. He thinks building capacity of kids looking out for other kids is a great way to move forward.• Mrs. Chastain said she viewed NAMES as more staff driven and thinks longevity comes with fostering student leadership.• Dr. Parker said a new program can be invigorating in and of itself.• Ms. DiCorpo said she would provide training and presentation dates to Board members and invited them to attend.	
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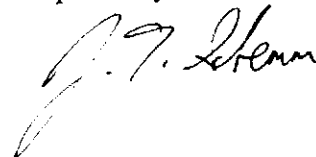
	<ul style="list-style-type: none"> Ms. DiCorpo said there may be budget implications for the program down the road. 	
4.	<p>Discussion and Possible Action</p> <p>A. Western CT Coalition Mini Grant Survey Question and Review</p> <ul style="list-style-type: none"> Jason O'Connor spoke on behalf of NMCAN, that sponsored the recent Attitude and Behaviors Survey through the Western CT Coalition. At the time the survey was given in New Milford, it did not include vaping questions. A mini grant opportunity has opened up to provide funding for those questions now to survey students and adults about vaping consumption and perception. The survey is short, 10 minutes, and could be done either in paper form or on a survey monkey. Mrs. McInerney asked what grades will be surveyed. Jason said 8, 10, and 12 grade. He said this is an off year for the Attitude and Behaviors Survey, so this will be additional data. Mrs. McInerney asked what class the survey will be taken in. Ms. DiCorpo said last time, the survey was taken in PE classes at the middle school and in advisory at the high school. Mr. O'Connor said the participation rate at the high school was down significantly this year and he thinks the advisory model might not have produced enough time or buy in. He said he is looking for a better context this time. Mrs. Chastain suggested offering students a small gift to encourage survey participation, either a food item or gift card, if the grant supports it. Mr. O'Connor said he would like to administer the survey at the beginning of the new year, so he is looking for Board approval before then. Ms. DiCorpo said she would check state guidelines for consistency with surveyed information prior to distribution. 	<p>Discussion and Possible Action</p> <p>A. Western CT Coalition Mini Grant Survey Question and Review</p>

	<ul style="list-style-type: none"> • Dr. Parker said she appreciates NMCAN's efforts. • Mr. Schemm said it will be helpful to have information to inform curriculum and programming. <p>Mr. Dahl moved to bring the Western CT Coalition Mini Grant Survey for students and adults to the full Board for approval, seconded by Mrs. McInerney and passed unanimously.</p> <p>B. Review and Approval of Curricula</p> <ol style="list-style-type: none"> 1. K-2 Library Media 2. 3-5 Library Media 3. 6-8 Library Media 4. 9-12 Library Media 5. Science Fiction CP 6. Theater Workshop and Performance 7. Experiencing Poetry 8. Physics CP 9. Physics Honors 10. AP Microeconomics 11. Introduction to Business 12. Grade 6 Art 13. Grade 7 Art 14. Grade 8 Art 15. Early Childhood 16. Statistics CP <ul style="list-style-type: none"> • Ms. DiCorpo said these are all revisions. • The Committee agreed to use a consent agenda format for these curricula. <p>Mrs. Chastain moved to bring the following curricula to the full Board for approval:</p> <ol style="list-style-type: none"> 1. K-2 Library Media 2. 3-5 Library Media 3. 6-8 Library Media 4. 9-12 Library Media 5. Science Fiction CP 6. Theater Workshop and Performance 7. Experiencing Poetry 8. Physics CP 9. Physics Honors 10. AP Microeconomics 	<p>Motion made and passed unanimously to bring the Western CT Coalition Mini Grant Survey for students and adults to the full Board for approval.</p> <p>B. Review and Approval of Curricula</p> <ol style="list-style-type: none"> 1. K-2 Library Media 2. 3-5 Library Media 3. 6-8 Library Media 4. 9-12 Library Media 5. Science Fiction CP 6. Theater Workshop and Performance 7. Experiencing Poetry 8. Physics CP 9. Physics Honors 10. AP Microeconomics 11. Introduction to Business 12. Grade 6 Art 13. Grade 7 Art 14. Grade 8 Art 15. Early Childhood 16. Statistics CP <p>Motion made and passed unanimously to bring the following curricula to the full Board for approval:</p> <ol style="list-style-type: none"> 1. K-2 Library Media 2. 3-5 Library Media 3. 6-8 Library Media 4. 9-12 Library Media 5. Science Fiction CP 6. Theater Workshop and Performance 7. Experiencing Poetry 8. Physics CP 9. Physics Honors
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	11. Introduction to Business 12. Grade 6 Art 13. Grade 7 Art 14. Grade 8 Art 15. Early Childhood 16. Statistics CP Seconded by Mr. Dahl and passed unanimously.	10. AP Microeconomics 11. Introduction to Business 12. Grade 6 Art 13. Grade 7 Art 14. Grade 8 Art 15. Early Childhood 16. Statistics CP
5. A.	Item of Information Budget Drivers <ul style="list-style-type: none"> Ms. DiCorpo said this is a draft of budget items under discussion. Two bilingual teachers will be mandated next year due to student numbers. With schools with 20 or more ELs who have the same dominant language, these schools are mandated by the state to offer a bilingual education program in that language in the following school year. A part time ELL coordinator was funded by grant this year; that funding is not available next year. Due to increasing population in this area, Ms. DiCorpo is recommending a full time coordinator. Mrs. Chastain asked if any other language besides Spanish was getting close to mandate. Ms. DiCorpo said no. Ms. DiCorpo said the other drivers relate to the Portrait of a Graduate work and the strategic plan that will be developed as a result. Once this reaches implementation phase, teacher support will be needed. As a result, coordinator positions are being requested in the areas of STEM and the Humanities. She said vertical alignment is challenging to create in the current set up, especially regarding professional development. Dr. Parker said these positions will help with community outreach as well. Ms. DiCorpo said K-2 is the only level that does not have head teachers. The recommendation would be a stipend position. Mrs. McInerney said she views this as a 	Item of Information A. Budget Drivers

	<p>fairness issue.</p> <ul style="list-style-type: none"> • Mr. Dahl said while he appreciates the need, the Board hears all the time that there are too many administrators and not enough paras. He's not sure this proposal will fly. • Mrs. Chastain asked if other positions will be eliminated to make room for the three new positions requested. Dr. Parker said it appears there may be FTE's to work with but it is still a work in progress. She said the conversation about paras is ongoing too, with discussion about adding paras for regular education to support social and emotional learning for every student. She said these are preliminary conversations that she wants the Board to be aware of. She is conscious of the overall bottom line. • Mrs. Chastain said education will have to change. Towns cannot continue to support the ever-growing needs. 	
6.	<p>Public Comment</p> <ul style="list-style-type: none"> • There was none. 	Public Comment
7.	<p>Adjourn</p> <p>Mr. Dahl moved to adjourn the meeting at 8:43 p.m., seconded by Mrs. Chastain and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 8:43 p.m.</p>

Respectfully submitted:




J.T. Schemm, Chairperson
Committee on Learning

**New Milford Board of Education
Facilities Sub-Committee Minutes
November 12, 2019
Lillis Administration Building—Room 2**

Present: Mr. Brian McCauley, Chairperson
Mr. Joseph Failla
Mrs. Eileen P. Monaghan

Absent: Mrs. Angela C. Chastain

Also Present: Dr. Kerry Parker, Superintendent
Mr. Nestor Aparicio, Assistant Facilities Director
Mr. Anthony Giovannone, Director of Operations and Fiscal Services
Ms. Alisha DiCorpo, Assistant Superintendent

1.	Call to Order The meeting of the New Milford Board of Education Facilities Sub-Committee was called to order at 6:45 p.m. by Mr. McCauley. Mr. McCauley thanked Mr. Aparicio for attending in the absence of Mr. Munrett.	Call to Order
2.	Public Comment • There was none.	Public Comment
3.	Discussion and Possible Action A. Turf Field Follow up - Fees <ul style="list-style-type: none"> • Mr. Aparicio said the Turf Fields Advisory Committee met and came up with consensus about the proposed change in fees. Mr. Aparicio said they surveyed surrounding towns regarding their fees as well. • Mrs. Monaghan asked what organizations fit in the different types. Mr. Aparicio said type 1 is BOE, Town, PTO and other school associated groups; type 2 is recreation for children and adults; type 3 is other non-profits and commercial ventures for benefit of children; type 4 is political party and private party meetings; and type 5 is commercial venture. • Dr. Parker said while this is a big jump, it puts us in alignment with what other towns are charging. New Milford has a quality facility. • Mr. McCauley noted the district actually lost money last year. 	Discussion and Possible Action A. Turf Field Follow up - Fees <div style="text-align: right;"> <p>RECEIVED TOWN CLERK  2019 NOV 14 A 8:55 NEW MILFORD, CT</p> </div>

	<ul style="list-style-type: none"> Mr. Failla said the cost to the organizations is well worth the use of the facilities. <p>Mrs. Monaghan moved to bring the Use of Facilities Fee Schedule, as proposed, to the full Board for approval, seconded by Mr. Failla and passed unanimously.</p>	<p>Motion made and passed unanimously to bring the Use of Facilities Fee Schedule, as proposed, to the full Board for approval.</p>
4.	Items of Information	Items of Information
A.	<p>Celtic Energy Follow up</p> <ul style="list-style-type: none"> Mr. Giovannone said the Board had questions which have not yet been answered so there is no MOU to bring forward to next week's meeting. Right now, the agreement is between Celtic and the Town and the Board has no input regarding projects to be undertaken for savings. Celtic is looking to start with energy audits this winter. Mrs. Monaghan asked if these audits would be to BOE buildings. Mr. Giovannone said potentially. Mr. Giovannone said questions need to be answered such as how the Board will be credited for savings; how the prioritization of projects will work; and who will control Board projects, the Board or Municipal Building Committee. Mr. Failla said the Board shouldn't move on this without answers. He is concerned about abdicating control. He suggested the Mayor be contacted. Dr. Parker said the Board and Town attorneys have spoken but there are no answers yet. She said she will request a meeting with the Mayor prior to Tuesday's meeting. 	<p>A. Celtic Energy Follow up</p>
B.	<p>SNIS Water Main</p> <ul style="list-style-type: none"> Mr. Aparicio said they were notified on October 11, a Friday night, that there was a water main break at SNIS. Repair work took place over the weekend, so school was not affected. Mrs. Monaghan asked if this leak was connected to the last break. Mr. Aparicio said the pipes are 	<p>B. SNIS Water Main</p>

	<p>old and original to the building so they are showing wear and tear.</p> <ul style="list-style-type: none"> • Mr. Failla said these types of events can't be helped. • Mr. McCauley said that is why the capital reserve is so important. 	
C. Lillis Building	<ul style="list-style-type: none"> • Mr. Aparicio said the boiler was turned on at Lillis on October 15 and a steam leak was discovered in the kitchen area. Abatement was needed before the pipe could be fixed. Fuss and O'Neill provided the work. Air monitoring was done as required by law. Town departments were notified to keep them informed. The district's plumber fixed the pipe. A claim has been made to CIRMA; the district is waiting to hear on the status. Since then, four more leaks have occurred; thankfully no abatement was needed for those. • Mrs. Monaghan asked if the building has been consistently heated. Mr. Aparicio said yes, for the most part. • Mr. Failla said the Board had looked into moving administrative offices several years ago, including the possibility of building an extension on to one of the schools. • Mrs. Monaghan said the high school was built with the ability to add on a wing. • Dr. Parker said with the decreasing student population, there may be a way to reconfigure one of the current buildings to fit administration. She said she has been in preliminary discussions with the Facilities Director about the possibility of moving into the back side of SNIS. • Mr. Failla suggested they start to look at square footage requirements. • Mrs. Monaghan asked if the John Pettibone building has been looked at. Dr. Parker said she has not looked at it and would prefer to stay within BOE buildings if possible. • Mr. Failla said John Pettibone is not much better than what the offices are now. • Mr. Giovannone said the recommendation for payment to Fuss and O'Neill will appear on the 	C. Lillis Building

	<p>purchase resolution at Operations. The CIRMA claim, if approved, will offset the cost. The district does have a \$10,000 deductible.</p> <p>D. Budget Drivers - Facilities</p> <ul style="list-style-type: none"> • Mr. Aparicio said the budget drivers have not changed from last month: access controls, building controls, SNIS elevator retrofit, and SNIS cafeteria RTU. • Dr. Parker said they will show up on the district-wide budget drivers memo at Operations as well. • Mr. Giovannone said the topic appears here as a reminder that any other suggestions from committee members going forward are welcome. • Mr. Failla mentioned the previous security grant that the district had received. He asked if any of these items are grant eligible. Mr. Giovannone said there are no available grants. • Mr. Failla asked if there was a building wide system that could be considered versus all the separate units. Mr. Aparicio said they could look into it but he thought the retrofit expense and weight would both be issues. • Mr. Giovannone said the SNIS RTU is an immediate need and probably can't wait until next year. Other funding sources will need to be considered. • Dr. Parker said the units were added into the five year plan over time to be proactive in planning. • Mr. Failla said this is another example of the importance of the capital reserve account. He continues to be concerned about the balance and what may break down the road. 	D. Budget Drivers - Facilities
5.	<p>Public Comment</p> <ul style="list-style-type: none"> • Cynthia Nabozny asked for clarification that the turf field roster fee would be increasing from \$5 to \$15 and that the overtime charge for Sunday would be \$50 per hour unless the event was 3+ hours, at which time the cost is a flat rate of \$200. 	Public Comment

6.	Adjourn Mrs. Monaghan moved to adjourn the meeting at 7:30 p.m., seconded by Mr. Failla and passed unanimously.	Adjourn Motion made and passed unanimously to adjourn the meeting at 7:30 p.m.
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Respectfully submitted:



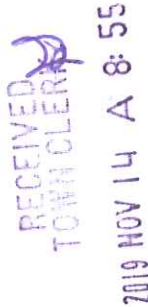

Brian McCauley, Chairperson
Facilities Sub-Committee

**New Milford Board of Education
Operations Sub-Committee Minutes
November 12, 2019
Lillis Administration Building—Room 2**

Present: Mr. Brian McCauley, Acting Chairperson
Mr. Bill Dahl
Mrs. Eileen P. Monaghan
Mr. Joseph Failla, Alternate

Absent: Mrs. Wendy Faulenbach, Chairperson

Also Present: Dr. Kerry Parker, Superintendent
Ms. Alisha DiCorpo, Assistant Superintendent
Mr. Anthony Giovannone, Director of Fiscal Services and Operations
Mrs. Laura Olson, Director of Pupil Personnel and Special Services
Mr. Nestor Aparicio, Assistant Facilities Director
Mr. Brandon Rush, Director of Technology

1.	Call to Order The meeting of the New Milford Board of Education Operations Sub-Committee was called to order 7:30 p.m. by Mr. McCauley acting as Chair in the absence of Mrs. Faulenbach. Mr. Failla was seated as alternate.	Call to Order
2.	Public Comment • There was none.	Public Comment
3.	Discussion and Possible Action A. Exhibit A: Personnel — Certified, Non-Certified Appointments, Resignations and Leaves of Absence • Dr. Parker said there would be a revised Exhibit A for Tuesday, with several interviews scheduled this week. • Mr. McCauley asked about special education teachers leaving and if there were still any openings. Mrs. Olson said there were speech language positions open at the start of the year but they are filled now. • Mr. McCauley said he was happy to see the Data Coach listed. He asked about the candidate's background. Ms. DiCorpo said the candidate was a classroom teacher in North Haven but worked with data at the building level and also did statewide work in the area. • Mr. Failla asked what the Data Coach's duties will be. Ms. DiCorpo said the Coach will start	Discussion and Possible Action A. Exhibit A: Personnel — Certified, Non-Certified Appointments, Resignations and Leaves of Absence  

	<p>by meeting with the Livebook creators and then look at winter assessments. The person will work on data analysis for the principals around the Accountability Index regarding attendance and discipline. The Coach will meet with individual groups of teachers as well.</p> <ul style="list-style-type: none"> • Mr. Failla asked how long the position was open. Ms. DiCorpo said since August. She said this is a good candidate and she is confident in the hiring. • Mr. McCauley said he was happy to see the substance abuse counselor opening being filled. <p>Mrs. Monaghan moved to bring Exhibit A: Personnel - Certified, Non-Certified Appointments, Resignations and Leaves of Absence to the full Board for approval.</p> <p>Motion seconded by Mr. Dahl.</p> <p>Motion passed unanimously.</p> <p>B. Monthly Reports</p> <ol style="list-style-type: none"> 1. Budget Position dated 10/31/19 2. Purchase Resolution D-728 3. Request for Budget Transfers <ul style="list-style-type: none"> • Regarding the budget position, Mr. Giovannone said certified salaries are at \$160,301 as of October 31, which is a low number. He said he will have a revised position for the full Board that will break out the capital reserve. • Mr. Dahl asked if all openings are encumbered. Mr. Giovannone said not always, it depends on the timing of the report. • Mr. Giovannone said the capital reserve on page 4 reflects deposited amounts returned from completed oil tank projects: \$12,666.00 from HPS and \$3,920.14 from Lillis. Putting money back in capital reserve requires no approval action. • Mr. Giovannone added turf field information by request. The totals only reflect BOE contributions, nothing from the Town side. • Mr. Failla asked about the banners. Mr. 	<p>Motion made and passed unanimously to bring Exhibit A: Personnel - Certified, Non-Certified Appointments, Resignations and Leaves of Absence to the full Board for approval.</p> <p>B. Monthly Reports</p> <ol style="list-style-type: none"> 1. Budget Position dated 10/31/19 2. Purchase Resolution D-728 3. Request for Budget Transfers
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	<p>Giovannone said he believes there are only two so far.</p> <ul style="list-style-type: none"> • Mr. Dahl said the Turf Fields Committee is trying to get teams in town to buy banners. • Mr. Failla said this is an area that needs work. He said he is not optimistic that the funding will be ready when replacement is needed. • Mr. Giovannone said the Fuss and O'Neill charge on the purchase order was discussed at Facilities and relates to the steam leak at Lillis. Grants are in italics. • Mr. Failla asked about the Omnidata purchase. Mr. Rush said it is for wireless access points for devices. Mr. Giovannone said the Board had authorized the withdrawal, now they are just approving the actual purchase. • Regarding the budget transfer, the substance abuse counselor was budgeted under professional services, but the district was able to hire the person so it is moving to certified salary. The opposite is true of the speech language pathologist. <p>Mrs. Monaghan moved to bring the monthly reports: Budget Position 10/31/19, Purchase Resolution D-728 and Request for Budget Transfers to the full Board for approval.</p> <p>Motion seconded by Mr. Dahl.</p> <p>Motion passed unanimously.</p> <p>C. Celtic Energy</p> <ul style="list-style-type: none"> • Mr. Giovannone said this topic was discussed earlier at Facilities. They will reach out to the Mayor to meet regarding questions from the district's legal counsel. • Mr. Failla said he thinks it is important to emphasize that the BOE buildings are the Board's responsibility and any action should work through the Board. 	<p>Motion made and passed unanimously to bring the monthly reports: Budget Position dated 10/31/19, Purchase Resolution D-728, and Request for Budget Transfers to the full Board for approval.</p> <p>C. Celtic Energy</p>
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<p>4.</p>	<p>Items of Information</p> <p>A. Entitlement Grants</p> <ol style="list-style-type: none"> 1. District Consolidated Grant 2. Title III Grant 3. Bilingual Grant 4. Title IV <ul style="list-style-type: none"> • Mrs. Monaghan thanked Ms. DiCorpo for her work on these grants. • Ms. DiCorpo said two of these entitlement grants are up this year, three are down, including the Bilingual grant which is ironic because the district's bilingual numbers are up. • Dr. Parker said this will piggyback to the budget drivers where the need to hire bilingual teachers and provide services is noted. • Mr. Failla asked if the increase in EL is a surprise. Ms. DiCorpo said no, the numbers have been going up every year. • Ms. DiCorpo said the Title I grant will support coaches. Title II focuses on professional learning. Title III goes towards ELL instructional tutors. The Bilingual grant is used for an after school program. The Title IV grant will fund the Wingman program for the high school and the Youth Agency; Science enrichment in the form of participation in the Skills 21 Challenge; and support for Camella's Cupboard, which helps feed our students with food insecurity. • Mr. Failla asked for information on the Wingman program. Ms. DiCorpo said it is replacing the NAMES program at the high school and builds on the K-8 Choose Love program. It is a student led, peer to peer, youth leadership program that develops social and emotional skills through team bonding and trust building activities. It will be introduced to students and the community on November 14. • Mr. Dahl said the grants represent a lot of good work. <p>B. Update on Transportation Requests</p>	<p>Items of Information</p> <p>A. Entitlement Grants</p> <ol style="list-style-type: none"> 1. District Consolidated Grant 2. Title III Grant 3. Bilingual Grant 4. Title IV <p>B. Update on Transportation Requests</p>
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	<ul style="list-style-type: none"> Mr. Giovannone said this update is provided annually. There has been one hearing this year and the ruling went in the Board's favor. 	
C.	Update on Negotiations	C. Update on Negotiations
	<ul style="list-style-type: none"> Mr. Giovannone said Food Services and Custodians/Maintainers have ratified their agreements and the request for approval will come to the Board next week. Nurses will meet Tuesday and the hope is to add that approval to the agenda as well. 	
D.	Health Inspections	D. Health Inspections
	<ul style="list-style-type: none"> Mr. McCauley noted the great job done by the Food Services department every year. 	
E.	Budget Drivers – District Wide	E. Budget Drivers – District Wide
	<ul style="list-style-type: none"> Mr. Giovannone said this draft is an update of last month's memo. There are minor edits, as well as additions from Committee on Learning. These are all budget items under discussion. Mrs. Monaghan asked if the health insurance is still providing the expected savings. Mr. Giovannone said it is. While a minimum 5% increase is expected for the new plan, the previous plan was projected at 11%. Mrs. Monaghan asked if the staff pay-in would be affected and Mr. Giovannone said it would, based on the negotiated premium cost share. Mr. Failla asked if there is an anticipated cost increase for SSO's. Dr. Parker said yes, though they would be retired police so less costly than SRO's. She said the plan is to have Chief Cerruto speak to the Board in December. Mr. Failla asked about the Portrait of a Graduate. Ms. DiCorpo referenced the video "The Future of Work". She said NEASC reaccreditation is coming up in a few years and they will look to see that the Portrait of a Graduate is in place. This is the vision the district has for any graduate of New Milford – 	

	<p>what skills will they have and what is the direction to get there. The work began with teacher focus groups. The next step is to facilitate community focus groups to develop common focus areas. Then the strategic planning process will take place as the district's follow up before circling back to instructional implementation.</p> <ul style="list-style-type: none"> • Mr. Failla said he has long been a proponent of a philosophy beyond college and is glad to see this emphasis on preparation for the work force and future. • Dr. Parker says this has a budgetary impact as they will be asking for a coordinator for this. • Mr. Failla asked why the copier leases are month to month. Mr. Giovannone said funding was eliminated last year at referendum time. It was not ideal, but choices needed to be made for cuts. The plan is to do a full RFP for services as it relates to district owned and leased copiers to determine how to move forward. • Dr. Parker said the copiers have really reached crisis state at this point. • Mr. Failla said he is aware it is a tremendous expense as well as an issue for teachers. 	
5.	<p>Public Comment</p> <ul style="list-style-type: none"> • There was none. 	Public Comment
6.	<p>Adjourn</p> <p>Mr. Dahl moved to adjourn the meeting at 8:25 p.m. seconded by Mr. McCauley and passed unanimously.</p>	<p>Adjourn</p> <p>Motion made and passed unanimously to adjourn the meeting at 8:25 p.m.</p>

Respectfully submitted:



Brian McCauley, Acting Chairperson
Operations Sub-Committee